

# DUME



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## Federal constitutional proposals silent on PSE





Dorothy Dobbie, MP Winnipeg South, and Senator Claude Castonguay, Co-chairs of the Special Joint Committee on the Constitution. Dorothy Dobbie, deputée de Winnipeg South, et le sénateur Claude Castonguay coprésidents du Comité mixte sur le renouvellement du Canada.

## L'enseignement postsecondaire passé sous silence dans les propositions constitutionnelles

Les propositions constitutionnelles du gouvernement fédéral, que le premier ministre a rendu publiques le 24 septembre, passent sous silence l'enseignement postsecondaire et l'assurance-maladie. Ces deux secteurs sont assujettis à la loi fédérale sur les transferts fiscaux aux provinces et jouent un rôle capital dans l'avenir constitutionnel du Canada.

L'ACPU, en réponse aux propositions fédérales, fera une déclaration publique dans laquelle elle énoncera ses préoccupations. Elle a également demandé de comparaître devant le comité parlementaire. Présentement, l'ACPU consulte les associations locales et provinciales sur le contenu du mémoire qui sera

Dans sa déclaration, l'ACPU

traitera de questions importantes. notamment le financement de l'enseignement postsecondaire, la recherche et le développement, les droits des Canadiens, l'aide financière et la politique culturelle.

### Le financement de l'enseignement postsecondaire

Au cours des dernières années, le gouvernement conservateur s'est stématiquement attaqué au financement de l'enseignement postsecondaire et de l'assurancemaladic. En ce qui concerne le premier secteur seulement, le fédéral lui a soustrait 321 millions de dollars en transferts d'impôt en 1990-1991. Le gouvernement a d'ailleurs promis d'effectuer d'autres réductions pendant cinq

Ces mesures ont de fait entraîné le gel des fonds publics pour les universités de Nouvelle-Écosse et Terre-Neuve. De plus, dans ces deux provinces, ainsi qu'au Nouveau-Brunswick et au Québec, les salaires ont été gelés. Récemment, l'Ontario a annoncé que le budget des universités et des collèges subiraient des ponctions. Au cours des prochaines années, la situation va faire tache d'huile dans le reste du pays à mesure que le fédéral effectuera les compressions

qu'il a promises.

L'ACPU, dans sa déclaration, demandera aux citoyens canadiens et aux provinces d'affirmer clairement et de manière non équivoque au gouvernement fédéral qu'ils n'entérineront pas les propositions constitutionnelles sauf

suite à la page 11

### The federal constitutional proposals, announced by the Prime Minister on Sept. 24, are silent on the matters of post-secondary education and medicare. Both are governed by the federal legislation on fiscal transfers to the provinces and are central questions in the constitutional future of Canada.

In response to the federal proposals, CAUT will be issuing a public statement outlining its public statement outlining its concerns and has requested to appear before the parliamentary committee. CAUT is in the process of consulting with provincial and local associations with respect to the content of a submission to the committee.

Major items that will be addressed by the CAUT statement will iclude funding of post-secondary education, research and development, the rights of Canadians, student aid and cultural

### Post-secondary funding

In the last several years the Conservative government has systematically attacked the funding of post-secondary education, as well as the financing of medicare. In the area of post-secondary education alone, Ottawa cut \$321million in cash transfers in the

1990-91 year. The government has announced plans for repeated cuts over five years.

The consequence of this action has been a virtual freezing of public funds for universities in Nova Scotia and Newfoundland and freezes on salaries in these provinces along with New Brunswick and Quebec.

As well, Ontario recently announced that it has withdrawn money from this year's budget for universities and colleges. This situation will spread to the rest of the country and worsen as federal cuts continue — as promised by Ottawa — in the years to come.

In its statement, CAUT will call

on Canadian citizens and on the provinces to say clearly and unequivocally to the federal government that there can be no deal in regard to their constitutional proposals unless both the status and the financing of post-secondary education and nedicare are properly defined and

In particular the provinces will be urged to insist that the Established programs Financing (EPF) transfers be stabilized at least at the 1989/90 level and that the program by which the federal

continued on page 11

## Universities healthy but teaching is undervalued, declares Stuart Smith

By Gordon Piché

Associate Executive Director, CAUT "Canada's universities are fundamentally healthy and serving the country well," says Stuart Smith, in releasing the report of the Commission of Inquiry on Canadian University Education. Nevertheless, he adds, "Something has to be done to make Professors as interested in teaching as they are in their own advancements." scholarly

The 180-page report, released in Ottawa on Oct. 9, contains 63 recommendations. The comsion, which received 250 written briefs and heard more than 200 presentations, took over a year to complete and cost in excess of

Although the report makes reference to underfunding of universities and recommends that government contributions to Canadian universities should be increased on a gradual basis to bring them to a point closer to present government contributions to state universities in the United States," little is said concerning the systematic reduction in funding support of the Canadian federal

government.
Furthermore, the report recom-

mends that much of the financing problem can be solved by increasing the level of tuition fees for students and increasing the teaching hours of faculty.

The major finding of the commission, according to Dr. Smith, is an apparent imbalance in the area of teaching as versus research. He noted that at most universities teaching is referred to as a "load" whereas research is an "opportunity." He recommends that the system should be changed

so that excellence in teaching is on an equal footing with research. Dr. Smith also proposes that universities gather and publish much more data about themselves, including samples of opinions of graduates and employers, attrition rates and completion rates for graduate degrees

Furthermore, he recommends the establishment of a Fund for the Improvement of Education(similar to the FIPSE in the US) the creation of faculty development funds in each university, and development of a national academic auditing office within AUCC. The report is silent on costs for these initiatives.

Reaction to the report was swift.

continued on page 4

### U. of Sask. faculty votes to rejoin CAUT

From the good news department comes word that the University of Saskatchewan Faculty Association has voted to rejoin CAUT after an ahsence of a decade. The positive vote was taken at a special general membership meeting held on Oct. 16. USFA, which has just under 1,000 members, will move to rejoin CAUT effective Nov. 1, 1991.

### L'association des professeurs de l'Université de la Saskatchewan revient à l'ACPU

Au chapitre des bonnes nouvelles, il appert que l'University of Saskatchewan Faculty Association a voté le retour à l'ACPU après une absence de dix ans. Le vote a eu lieu lors d'une assemblée générale extraordinaire le 16 octobre. L'USFA, qui compte un peu moins de 1000 membres, fera de nouveau partie de l'ACPU à compter du 1er novembre 1991.

**Committee of Inquiry Report: Vinogradov** See pages 15-18



### LETTERS/COURRIER

## Broadcasting copyright law challenged

I am writing to you about the problems that current copyright law engenders for those of us who teach in the field of Communication Studies. I certainly appreciate your activities on immediate changes to Canadian copyright law. I agree with the arrangements you propose with regard to published material for research and educational uses.

But as a researcher and teacher in the field of communication and media analysis I cannot support the line you draw with regard to use of broadcast material. As you know, the economic and legal situation of the broadcast industry is different and in many ways more ambiguous than for publishing.

for publishing.

The airwaves are a public resource and the financial arrangements in the industry are such that the financial losses to copyright holders for reproduction are not the same as with published materials and library circulation.

I must urge CAUT therefore to modify its current position to ensure that all broadcast materials may be reproduced for

to ensure that all broadcast materials may be reproduced for non-commercial purposes so as to promote fair comment and critical scrutiny of publicly transmitted cultural products. Anything short of allowing teachers and researchers unfettered access to broadcast material for broadly educational uses (teaching, research, fair comment) must be regarded as an infringement on our academic

freedom and our freedom of expression.

It is clear that such a provision can and will have no impact on the financial interests of the copyright holder and therefore constitutes an unreasonable restriction on free speech in a free and just society.

speech in a free and just society.

The whole range of broadcast programming from rock video to game shows are part of our cultural heritage and subject to public policy (Broadcasting Act, CRTC, Standards Councils).

In my classroom I also need to be able to make reference

In my classroom I also need to be able to make reference to advertising, action drama, public affairs, children's programs, the arts etc. — indeed the whole host of cultural products that are transmitted by those licenced private interests through the publicly owned airwaves.

Without the freedom to do so how can I get my students to discuss the regulations that govern Canadian programming or the decisions of the advertising standards council? These matters of great public interest cannot be treated in the classroom in any specificity without ready access to lots of examples.

The inconsequence of the financial interest of copyright holders in educational and research use of their broadcast materials is nowhere more apparent than io my area of advertising. My own students, in order to complete their assignments, must learn to analyze, criticize and evaluate the strategies, scenes and images of advertising.

It is difficult to see where the commercial impact or interest of the copyright holder might reside in such educational and research re-showing of previously broadcast materials.

broadcast materials.

Moreover, since governments and Crown corporations are significant advertisers, there is a double irrony in the extension of ownership of the copyright in advertising to educational use. Of the federal and provincial governments (and Crown corporations) only two governments said they were willing to allow me unrestricted educational and research use of off air transmissions. Consequently, my class room examination of how governments spend their communication dollars is restricted to Alberta and Quebec. Additionally, another 10 per cent of the total advertisers from whom I requested copyright permission wrote back asking to know the context or substance of my commentary on each ad before copyright would be granted.

None of these stated that it was due to a fear of financial

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Stephen Kline Simon Fraser University

### Minister's GST response questioned

I would like to comment on the ministerial response to your GST enquiry. As many of you will know, offshore learned societies are now also registering for GST. In one case, The American Chemical Society, fees have been substantially raised for Canadian residents, to offset the apparent high

raised for Canadian residents, to offset the apparent high costs of keeping in touch with their Canadian constituents, and GST is heing applied to this extra fee.

In effect this amounts to charging GST on US postal services. This is not an uncommon practice as all offshore mail-order firms, including publishers, charge GST on "postage and packing." Indeed, it is to their advantage to do so since 15 per cent of the collected tax can legally remain in their hands.

The GST does not affect payment made by corporations on the GSI does not are repayment made by corporation can deduct it from their GST tax bill. Thus professional memberships and journals reimbursed by an employer are essentially unaffected. It is the individual, or employee of a small business and prohably the least able to afford it, who gets to pay this tax in foreign-currency to a foreign organization.

One has to wonder what control the Canadian government

has over any of these organizations, and how much of the remaining 85 per cent of the tax ever reaches Canadian

### Ad readers charge sex discrimination

In discussing women and Canadian universities in the October issue of the Bulletin, Dr. Norma Mickelson of the University of Victoria is quoted: "what's happening now is not that women are getting these [job] opportunities because they are women. They are getting these opportunities because they are qualified for the

In the September issue of the Bulletin, the Geography Department of the University of Victoria advertised two academic positions, one of which attracted my interest. Upon inquiry, the head of the department informed me that the position of interest to me was reserved for a

Elsewhere in the article, Dr. Mickelson is quoted: "structures have to be put in place [in the university] that will facilitate the elimination of systemic discrimination." I am unable to square the circle.

Terry Fenge Consultant

I was saddened to see in your June 1991 issue an advertisement of academic positions in English at the University of Victoria which openly discriminates against applicants on the basis of sex. You should know that there are colleagues across the country, strongly supportive of equity in employment, who find such discriminatory advertising repugnant.

Knowing of your policy on non-discriminatory advertising, I assume that you required the authorities at the University of Victoria to submit a statement of their reasons for requesting an exemption from the rules which normally apply. Would it be possible for you to share this statement with your readers and indicate why you have decided to exempt the University of Victoria from a policy which is supposed to protect us all?

Michael R. Marrus

Michael R. Marrus

University of Toronto Editor's Note: CAUT's advertising policy allows for the acceptance of advertisements for positions created under employment equity programs, approved by provincial human rights commissions and that are designed to improve opportunities for historically disadvantaged groups. The University of Victoria provided written certification that this position fulfilled these requirements. The Minister suggests that foreign publishers or companies can recover any GST paid on their business inputs by registering for the GST. I am led to wonder how much GST would be paid on an imported Royal Society paperback on food, written by a British author, in Britain, and published and printed in Britain prior to being imported into Florida by CRC Press for distribution in North America.

by CRC Press for distribution in North America. Even if it were printed on Canadian-made paper, it would not be subject to GST, since the paper would have been a non-taxed export. I therefore regard this suggestion as a gratuitous red berring to cover what is rapidly becoming an offensive tax on learning and professional participation. In short, I do not believe that you have received a proper response to your enquiry. The suggestion that it is to the subscriber's advantage for the publisher to register for the GST does not withstand scrutiny.

C.E. Holloway PhD

### Early years recalled

I notice with interest that the CAUT is celebrating its I notice with interest that the CAUT is celebrating its fortieth year of service. Presumably a history of the association will some day appear, and I wonder how extensive the available records will be. I am thinking not only of those of the CAUT itself, but of its member faculty associations. It would be a useful enterprise to centralize them in a repository under the aegis of the CAUT; they will some day constitute a valuable historical resource, both social and chreational. social and educational.

social and educational.

Those of us who were closely involved with the establishment and development of the association are inevitably a much reduced and dwindling number. A glance at the list of contributors to that neglected but well-intended volume. A Place of Liberty is enough to illustrate my meaning: George Whalley, Frank Scott, Frank Underhill, Stewart Reid, Bill Morton, Vermon Fowke, Bora Laskin... For years before we could afford a national office, the executive and secretarial work was passed from one campus to another on a two-year basis. I succeeded Jim Mallory as secretary when the executive responsibilities moved from

secretary when the executive responsibilities moved from McGill to Saskatchewan.

I think it was in that period that we launched the first Bulletin, to which you refer. Before that we had got along with occasional mimeographed news sheets. Publishing the Bulletin meant increasing the fees (from one dollar to two, if I remember correctly), causing screams of protest from some of our Toronto and U.B.C. friends.

Some of the best history is anecdotal — which is one reason why the records of member associations should be preserved. When the University of Saskatchewan Faculty Association got itself organized, it was decided that we had better make ourselves known to the Board of Governors. We sought and were granted permission to wait on them at

one of their regular meetings. In due course we were admitted to one, after standing in a corridor for some time. We then found ourselves lined up against a panelled wall, being eyed with some puzzlement, not to say suspicion, by the Board members — with most of whom we had some

the Board members — with most of whom we had some personal acquaintance. We were kept standing, however — George Britnell, a distinguished political economist, who was our chairman; Fred Cronkite, Dean of Law and a eminent royal commissioner; Hilda Neatby, well-known historian and member of the Massey Commission; and three of us lesser lights. There was an uncertain pause. Then Dr. Hedley Auld, who was, I think, Deputy Minister of Agriculture for Saskatchewan and may have been chairman of the Board, said ever so politely, "I wonder whether we should invite Dr. Neatby to sit down."

I am glad for the CAUT's forty years of history — and for the existence of the Sarah Shorten award. All good wishes,

(Professor Emeritus of Drama, University of Guelph)

### Support appreciated

On behalf of the members of the Public Service Alliance of Canada, I should like to express our deepest appreciation to the Canadian Association of University Teachers for your letter of condemnation to Brian Mulroney, and to Messrs Loiselle, Masse and Danis, for their attack on federal public sector workers.

Your support is most appreciated and we will cootinue our fight against this government until we have achieved a fair collective agreement for public workers.

Once again, thank you for your support. In Solidarity,

Darvl T. Bean

### Imagery termed 'racist'

The letter by Karl Wegert of Bishop's University (Sept.1991) provides a rather good insight into why women face such serious inequities within Canadian universities and why so many of us find the work/study climate so very chilly. The militaristic and racist images he invokes speak volumes about how the chilly climate is created for women, especially those who dare work for equality. And his conclusion that the "problem" is not serious enough to warrant action strategies, goals, timetables, objectives and monitoring is the perfect illustration of why such initiatives, as well as federal and provincial equity legislation, are so urgently needed. urgently needed.
Wegert, like so many other faculty members and

administrators, continues to deny or to remain wilfully ignorant of the extent to which discrimination, systemic and deliberate, is experienced by women and members of the other designated groups. It is precisely for this reason that voluntary employment equity efforts have failed in the past and will continue to fail in the future.

If universities hope to convince governments of their need for increased funding, then they had better think about the degree to which they reflect the societies they are supposed to serve. Women comprise over half of our population and now represent half of the students attending university. We have no intention of seeing our tax dollars go to institutions that want to remain nineteenth century men's clubs with mostly male faculty and administrators and male-focused

The members of the Status of Women Committee should know that their work is much appreciated by those of us struggling to achieve equality, without which we will not have a quality university system in Canada.

Pamela J. Milne University of Windsor

### Comments? Questions?

The editor invites letters, articles, and suggestions from readers, Letters of more than 300 words will be edited for reasons of space. Write, telephone or fax:

> 294 Albert St., Suite 308 Ottawa K1P 6E6 telephone (613) 237-6885 fax (613) 232-0494

### EDITORIAL/ÉDITORIAL

## Smith admits we're subsidizing PSE

Stuart Smith, in the report of his one-person Commission of Inquiry on Canadian University Education, has pointed out that University Education, has pointed out that Canadian universities are massively underfunded, and has called for both federal and provincial governments to undo the damage that the universities have suffered over the years by reversing the downward trend in operating grants that has held through the last decade.

The report notes the vast increase in student numbers over the past decade more than 40 per cent — with no corresponding increase in the number of cademic staff. It also notes that "the infrastructure and the libraries" have been "affected deleteriously by prolonged underfunding."

underfunding."

The commission is in no doubt whatsoever that universities and governments together have permitted this decline in infrastructure

have permitted this decline in infrastructure as being the least immediate way in which underfunding could be allowed to affect the operation of the university.

At the same time, the Smith report states that the quality of education — and of research — has not deteriorated during the same decade: "Canadian universities today are fundamentally healthy and are serving

the country well."

This is a terrific compliment to the faculty and libratians in Canadian universities.

It is a clear admission that we have been able to maintain standards in the face of increasing workload in terms of student numbers.

There has of course been no corresponding increase in salaries. We have been doing

more work for the same money, more work for the same pay equals the same work for less pay. We have, in effect, accepted a decrease in salary. We are thus subsidizing post-secondary education in Canada in order to maintain professional standards of

We have done all this in the context of we have contean this in the context of deteriorating infrastructure and libraries — steadily worsening conditions of work — which is, again, a way in which we have increasingly subsidized our system of post-

secondary education.

Academic staff have been maintaining professional standards out of a sense of duty under conditions that are becoming intolerable. They can feel satisfied that the Smith report implies a high evaluation of the work that they have been doing.

But the report also recognizes that these high standards can be maintained only if funding trends are reversed. If the decline in infrastructure and libraries and the increase in workload continues much longer it is clear that it will simply no longer be true that our universities will be "fundamentally

The report compares operating grants to Canadian universities with those to state universities in the United States, and notes universities in the Omited States, and notes that overall the former receive considerably less money per student than the latter: "most, if not all, Canadian universities generally suffer by comparison with the funding available to state universities in the United States."

By this standard an increase in real dollars made available to Canadian universities

would not be out of line. The report recommends that government contributions to Canadian universities should be increased on a gradual basis to bring them to a point closer to present government contributions to state universities in the United States.

The Smith report recommends that post-secondary education remain a provincial responsibility, so this recommendation is made in the first instance to provincial governments. But the report also argues for a continued federal role in support of post-secondary education. secondary education.

The federal government has put in place,

The federal government has put in place, through its budgetary process, a plan that is gradually modifying the Established Programs Financing (EPF) system by regularly decreasing and eventually ending each transfers to the provinces in support of post-secondary education.

These withdrawals will amount to \$521-million by the end of the current year, and will continue, unless the trend is reversed, until the eash transfers will end completely in the early years of the next decade.

By thus withdrawing from the funding of post-secondary education, the federal government is threatening to fragment our

government is threatening to fragment our national system into 10 small and weak systems, individually and collectively weaker than the system that federal and provincial governments, working cooperatively with academic staff over the past decade, have built up, and which, as Dr. Smith says, serves our country so well.

This withdrawal of the federal government

is contrary to trends in federal systems elsewhere, e.g., Australia, the United States,

and Germany, where the federal role is strong and becoming stronger. If our universities are to serve our country well, and ensure its place in a competitive world, then the role of our own federal government must be brought into line with that in other federal states. Dr. Smith recognizes this point, and recommends that the federal federal states. Dr. Smith recognizes this point, and recommends that the federal government continue (and restore) its contributions in the field of established program financing (EPF).

The position that academic staff at

The position that academic start at Canadian universities are doing a tremendous job under increasingly difficult conditions has long been maintained by CAUT. So has the argument that unless funding trends are reversed our system of post-secondary education will slowly sink into the swamp.

It is gratifying to see our views on these matters confirmed in Dr. Smith's report. It is more distressing, though perhaps not surprising, to see that these aspects of the report have been emphasized neither by the author himself nor by the media that have dealt with his report.

See related story page 5



Editorial by Fred Wilson CAUT President/Président de l'ACPU

mots de M. Smith, servant bien le pays.

L'attitude de retrait du gouvernement fédéral est contraire aux tendances prévalant dans d'autres systèmes (édéraux, notamment en Australie, aux États-Unis et en Allemagne, où le fédéral joue un rôle important qui se renforce de plus en plus. important qui se rentorce de pius en pius. S'il faut que nos universités servent bien le pays et lui taillent une place dans un monde concurrentiel, le rôle de notre gouvernement fédéral doit s'aligner avec celui d'autres états fédéraux. M. Smith admet ce point de vue et recommande que le gouvernement fédéral maintienne (et augmente) ses contributions pour le financement des programmes établis (FPE).

Depuis longtemps, l'ACPU soutient que les universitaires de nos établissements d'enseignement accomplissent un travail formidable dans des conditions de plus en plus difficiles. C'est pourquoi nous souhaitons un renversement des tendances car, sinon, notre système d'enseignement postsecondaire s'enlisera petit à petit.

Il est très agréable de constater que le rapport de M. Smith confirme notre point de vue à ce chapitre. Toutefois, il est encore plus affligeant, mais peut-être pas surprenant, de constater que ni l'auteur ni les médias qui ont traité du rapport n'ont interféture conservers du document. insisté sur ces aspects du document.

## La Commission Smith admet que nous subventionnons l'EPS

Dans le rapport de la Commission d'enquête sur l'enseignement universitaire au Canada, Stuart Smith, dont il était l'unique membre, a souligné que les universités canadiennes souffraient d'un sous-financement massif et a prié les deux paliers de gouvernement de réparer les torts causés à ces dernières au cours des ans en renversant la tendance à réduire les subventions de fonctionnement qui prévaut

subventions de fonctionnement qui prévaut depuis dix ans.

Le commissaire fait remarquer la hausse énorme du nombre d'étudiants depuis dix ans, soit plus de 40 p. 100, sans que ne soit augmenté proportionnellement le personnel universitaire. En outre, en ce qui a trait à d'infrastructure et aux bibliothèques», il a signalé qu'elles «subissaient les effets néfastes d'un sous-financement prolongé». Il ne fait pourtant aucun doute que les universités et les gouvernements ont permis de concert le déclin des infrastructures, seule façon d'éviter que le sous-financement puisse

façon d'éviter que le sous-financement puisse trop rapidement affecter le fonctionnement de l'université.

De plus, le rapport Smith constate que la qualité de l'éducation, ainsi que de la recherche, ne s'est pas détériorée au cours de la même période: «Les universités canadiennes sont en définitive saines et (...) 

C'est la reconnaissance flagrante que nous

C'est la reconnaissance flagrante que nous avons ré fussi à maintenir des normes de qualité malgré une tâche de plus en plus lourde par rapport au nombre d'étudiants. Bien entendu, les salaires n'ont pas été majorés en conséquence. Nous faisons plus pour le même prix. En d'autres mots, plus de travail pour le même salaire équivaut au même travail pour un salaire inférieur. Nous

avons, en réalité, accepté une baisse de salaire. Nous sommes donc en train de subventionner l'enseignement postsecondaire au Canada dans le but de maintenir des normes professionnelles d'enseignement.

Nous avons accompli ce tour de force pendant que l'infrastructure et les bibliothèques se détérioraient dans des conditions de travail allant régulièrement en empirant. Nous avons donc subventionné de plus en plus notre système d'enseignement postscondaire de cette manière également.

Les universitaires ont maintenu des normes professionnelles avec un sens du devoir dans des conditions devenant intolérables. Ils peuvent s'estimer satisfaits que le rapport Smith reconnaisse implicitement la grande qualité du travail

qu'ils accomplissent.

Toutefois, l'auteur reconnaît également que ces normes élevées peuvent être maintenues seulement si les tendances actuelles du financement sont renversées. Si la détérioration de l'infrastructure et des bibliothèques se poursuit plus longtemps et si la tâche continue d'augmenter, il ne sera tout simplement plus vrai, de toute évidence, que nos universités seront «en définitive saines». Le rapport compare les subventions de

fonctionnement des universités canadiennes à celles des universités américaines. Le commissaire fait remarquer que, dans l'ensemble, les premières reçoivent nettement moins de subventions que les dernières: «les universités canadiennes en général souffrent, par comparaison aux budgets accordés aux universités d'État aux États-Unis». Sous ce critère, une hausse en dollars réels

mis à la disposition des universités canadiennes ne serait pas hors de propos. La

commission recommande contributions gouvernementales aux universités canadiennes soient augmentées progressivement pour les amener à un niveau plus proche des contributions gouvernementales actuelles aux universités d'État américaines.

Le rapport Smith recommande que l'enseignement supérieur demeure une responsabilité provinciale. Cette recommandation s'adresse donc d'abord aux gouvernements provinciaux. Toutefois, le rapport recommande aussi que le fédéral maintienne son aide financière à l'enseignement postsecondaire.

Dans le dernier budget, le gouvernement a mis en place un plan d'action qui modifie graduellement le Financement des programmes établis (FPE) en réduisant régulièrement les transferts en espèces versés aux provinces au titre de l'enseignement postsecondaire. L'objectif est de mettre un terme à ces paiements de

D'ici la fin de la présente année, les réductions s'élèveront à 521 millions de dollars et se poursuivront jusqu'à la fin du versement des paiements au début de la prochaine décennie, à moins d'un revirement de situation.

En retirant ainsi son aide financière de l'enseignement postsecondaire, le gouvernement fédéral menace de diviser le système national en dix petits systèmes affaiblis. Ils seront individuellement et collectivement plus faibles que le système auquel les gouvernements provinciaux et fédéraux ont collaboré de concert avec les universitaires depuis dix ans et qu'ils ont construit. Un système, pour reprendre les

### CAUT BULLETIN DE L'ACPU

President/Président; Fred Wilson
Executive Director/Directeur général: Donald C. Savage
Associate Executive Director/Directeur général associé: Gordon C. Píché
Editorial Assistant/Adjointe à la rédaction: Stella Cosentino
Advertising & Circulation/Publicité et diffusion: Liza R. Duhaime

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## Universities healthy, teaching undervalued: Smith

CAUT President Fred Wilson agreed that good teaching and research are essential to a modern research are essential to a modern university and noted that CAUT has historically encouraged universities to take teaching more seriously, such as by publishing the CAUT Teaching Dossier, mentioned in the Smith report. Nevertheless, said Prof. Wilson, "Dr. Smith bas chosen the wrong road to get improvements. He has failed to understand the gravity of the current financial crisis."

The CAUT President stated that the section of the report on faculty workload was superficial, based workload was superficial, based only on the experience of two universities. Morcover, Dr. Smith completely failed to take into account the effect of dramatically increasing class size on faculty

workload.
"Dr. Smith states that governments have difficulty in finding funds in these difficult times," said

Prof. Wilson. "Yet governments do find funds — frequently in large amounts — to fund their political objectives. They choose not to fund universities adequately."

### Provincial association's reaction

association's Feaction
Reaction from the Ontario
Confederation of University
Faculty Associations (OCUFA)
was similarly negative, stating that
Dr. Smith missed the central issue or smith missed the centar issue in dealing with the status of university education. "We're not doing the job we're capable of because there are fewer of us trying to teach more and more students." and because support services and libraries are inadequate," said Bill Graham, President of OCUFA.

Prof. Graham noted that university teachers shared Dr. Smith's concerns that teaching is undervalued in our universities, but were unimpressed with the report's

recommendations. "Smith seems to a contradiction between see a contradiction between teaching and research, and therefore wants teaching hours of professors increased," he said. "But scholarship is vitally important to teaching: you can't be a good teacher if you're not on top of new knowledge and involved in its creation." creation '

creation."

Bill Zwerman, President of the Confederation of Alberta Faculty Associations (CAFA), called the report disappointing stating that while CAFA can agree with many of its recommendations, the academic recommendations, the academic creaming the care of the commendation of the commendation of the care of the c staff have serious concerns about

staff have serious concerns about the superficial understanding of the university community which is betrayed in the report.
"The most problematic aspect of the report is that Dr. Smith proposed a number of actions which will be expensive to implement without detailing where the money is to come from," said

Prof. Zwerman. Other Reaction

Other Reaction
"Bad news for students," was the
response of the Canadian
Federation of Students (CFS) to
the recommendation to increase
tuition fees so that fees cover 25 per cent of the cost of a student's education. "This proposal is outrageous because it totally ignores the fact that most students

ignores the fact that most students are struggling to survive at this very moment," said Kelly Lamrock, Cbairperson of CFS.

"The report evades the real issue: government underfunding. Dr. Smitb may say that quality of education has not been affected by cutbacks in post-secondary education, but our everyday experience tells us that classes are overcrowded, facilities are in bad sbape and meeting a professor is getting to be as bard as setting up an appointment with a dentist," Mr. Lamrock declared.

AUCC, which officially sponsored the commission, was non-committal in its response to the report. AUCC has set up a task force to study the recommendations, to be chaired by Dr. Brian Segal, President of the University of Guelpb. The task force is to review the report and advise the AUCC board of directors

continued from Page 1

on appropriate action.
"The AUCC was open-minded when it created the commission," when it created the commission," said Dr. Kenneth Ozman, Chairman of the Board of AUCC and President of Saint Mary's University. "The association will be equally open-minded in looking at the commission's recommendations." mendations

mendations."
The CAUT Executive Committee
has established a subcommittee
chaired by CAUT Vice-President
Alan Andrews (Dalhousie), to
examine the report and make
recommendations for further

## La Commission Smith: des universités saines mais un enseignement sous-évalué.

Par Gordon Piché Directeur général associé, ACPU

«Les universités canadiennes sont en définitive saincs et servent bien le pays», a déclaré Stuart Smith lors du lancement du rapport de la Commission d'enquête sur l'enseignement universitaire au Canada. Il a néanmoins ajouté qu'il fallait trouver des solutions pour inciter les professeurs à s'intéresser autant à l'enseignement qu'à leurs activités de recherche.

Le rapport de 200 pages, rendu public à Ottawa le 9 octobre, contient 63 recommandations. La commission, qui a reçu 250 mémoires et a entendu plus de 200 interventions, a pris plus d'un an pour mencr à bien son mandat. Elle a coûté plus de 600 000

Bien que le rapport fasse mention du sous-financement des universités et recommande que «les contributions gouvernementales aux universités canadiennes soient augmentées progressivement pour les amener à un niveau plus proche des contributions gouvernementales actuelles aux universités américaines», il est avare de commentaires quant à la réduction systématique de l'aide financière du

gouvernement canadien.

De plus, le rapport recommande de bausser les frais de scolarité et d'augmenter le nombre d'heures d'enseignement des professeurs pour permettre de résoudre une bonne partie des problèmes financiers actuels.

D'après le Dr Smith, la principale conclusion de la commission est la constatation qu'il existe un déséquilibre flagrant entre déséquilibre flagrant entre l'enseignement et la recherche. Il souligne que dans la plupart des universités, l'on parle de «charges» d'enseignement mais de «débouchés» de recherche. Il recommande de modifier le système afin de parvenir à un équilibre de l'excellence dans l'enseignement et la recherche.

Le Dr smith propose également.

Le Dr Smith propose également que les universités recueillent plus de données sur elles-mêmes et les publient, sous la forme de sondages d'opinions auprès des diplômés et des employeurs, par le calcul des taux d'attrition et d'achèvement 4 - NOVEMBER / NOVEMBRE

des diplômes d'études supérieures. Il recommande en outre la création d'un Fonds d'enrichissement de l'enseigne-ment, inspiré du FIPSE des États-Unis (Fund for the Improvement

of Postsecondary Education), la mise sur pied dans chaque université d'un fonds de perfectionnement des professeurs et la création d'un comité de vérification universitaire à l'AUCC. Le rapport, toutefois, reste muet sur les coûts de ces

### Réaction de l'ACPU

Les réactions au rapport n'ont pas tardé. Le président de l'ACPU, Fred Wilson, a convenu qu'un bon enseignement et la recberche étaient indispensables à une université moderne. Il a signalé que l'ACPU incitait depuis longtemps les universités à tenir sérieusement compte de l'enseignement, notamment en publiant le Dossier d'enseignement paudiant te Dossier d'enseignement de l'ACPU, dont le rapport Smith fait mention. Le professeur Wilson a ajouté, néanmoins, que «M. Smith n'a pas choisi le bon moyen pour apporter des améliorations. Il n'a pas compris la gravité de la crise financière actuelle des

universités».

Le président de l'ACPU a qualifié de superficielle la partie du rapport sur la charge d'enseignement et a déploré qu'elle ne se fonde que sur l'expérience de deux universités.

De plus, M. Smith n'a pas du tout tenu compte des conséquences sur tenu compte des conséquences sur la tâcbe des professeurs des classes de plus en plus nombreuses, une situation devenue sérieuse.

«M. Smitb soutient que les gouvernements ont du mal à trouver des crédits en ces temps difficiles. Pourtant, a déclaré M. Wilson, pour financer leurs desseins politiques, les gouvernements en trouvent et il s'agit souvent de sommes énormes. choisissent de ne subventionner suffisamment les

### Réaction des associations provinciales

L'Union des associations de professeurs des universités de



Stuart Smith converses with Jennifer Lewington of the Globe & Mail following release of his report.

Stuart Smith conversant avec Jennifer Lewington (Globe & Mail) après le lancement du rapport de la commission Courtesy of AUCC / Gracieuseté de l'AUCC

l'Ontario (UAPUO) a critiqué le rapport et a affirmé que M. Smith avait passé à côté de la question avait passe à cote de la question principale en s'attachant au statut de l'enseignement universitaire. Le président de l'UAPUO, Bill Graham, a déclaré: «Nous ne faisons pas le travail dont nous sommes capables parce que nous sommes capaties parce que nous sommes moins à essayer d'enseigner à de plus en plus d'étudiants et parce que les services de soutien et les bibliothèques sont insuffisants.»

Le professeur Graham a souligné que les professeurs d'université onvenaient avec le Dr Smith que l'enseignement était sous-évalué dans nos universités. Ils ne sont pas impressionnés, cependant, par les recommandations. «Smith semble voir une contradiction entre l'enseignement et la recberche et veut, de ce fait, augmenter le nombre d'heures d'enseignement des professeurs», a-t-il ajouté. «L'activité intellectuelle est un élément vital et important de élément vital et important de l'enseignement: vous ne pouvez être un bon professeur si vous n'êtes pas au faite des nouvelles connaissances et si vous ne participez pas à leur création.» Bill Zwerman, président de la Confederation of Alberta Faculty Associations (CAFA) s'est déclaré déçu du rapport. Selon lui, bien que la CAFA puisse être d'accord

de se nombre le corps s'inquiète recommandations, universitaire sérieusement de la comprébension superficielle de la collectivité universitaire qui est trahie dans le

rapport.
«L'aspect le plus problématique du rapport est que M. Smith a proposé un bon nombre de mesures dont la réalisation sera dispendieuse mais n'a pas précisé d'où les fonds proviendraient», a déclaré le professeur Zwerman.

### Autres réactions

La Fédération canadienne des étudiant(e)(s) (FCE) a déclaré que le rapport ne contenait que des mauvaises nouvelles pour les étudiants. Elle faisait référence à la recommandation de hausser les frais de scolarité de façon à ce qu'ils couvrent 25 p. 100 des coûts relatifs à une formation scolaire. «Cette proposition est outrageuse car elle proposition est outrageuse car elle ne tient pas compte du fait que la plupart des étudiant(e)(s) ont peine à survivre, particulièrement en ce moment», a ajouté M. Lamrock, président de la FCE.

président de la FCE.

«Le rapport contourne le vrai
problème: le sous-financement créé
par l'incurie du gouvernement. M.
Smith peut bien prétendre que la
qualité de l'éducation n'a pas été
touchée par les coupures dans
l'enseignement postsecondaire

mais notre expérience quotidienne nous démontre que les classes sont surcbargées, les équipements sont surcoargees, ies equipements sont en très mauvais état et prendre rendez-vous avec un professeur est devenu aussi difficile que d'obtenir un rendez-vous chez le dentiste», a déclaré M. Lamrock.

L'AUCC, qui a commandité officiellement la commission, n'a fait aucun commentaire. L'AUCC a mis sur pied un groupe d'étude des recommandations que présidera M. Brian Segal, recteur de l'Université Guelph. Le groupe d'étude devra examiner le rapport et conseiller le conseil d'administration de l'AUCC sur les mesures à prendre.

«Lorsque l'AUCC a créé la «Lorsque l'AUCC a créé la commission, elle était sans préjugés», a déclaré Kenneth Ozman, président du conseil d'administration de l'AUCC et recteur de l'Université Saint Mary's. «L'association sera également sans parti pris lorsqu'elle étudiera les recommandations de la commission de la commis

commission.»

Le Comité de direction de l'ACPU a mis sur pied un souscomité, présidé par le vice-président Alan Andrews (Dalhousie), chargé d'étudier le rapport et de formuler des recommandations sur les mesures à prendre.

CAUT BULLETIN ACPU

### IN THE NEWS / ACTUALITÉS

## Scholarly journal subscription cuts limit academic freedom

By Jim Brett and Marc Richard At its September meeting, CAUT Council passed a motion by the Executive Committee to accept the Librarians' Committee discussion

Librarians' Committee discussion paper titled, The Academic Implications of Scholarly Journal Subscription Cuts.
This paper, which benefited from input from the Academic Freedom and Tenure Committee and the Status of Women Committee, was prepared in response to expressed concerns about cuts to scholarly journal subscriptions in libraries, and the effects of such cancellations on academics and the academic

The draft recommendations appended to the discussion paper received consideration by Council and were referred back to the Librarians' Committee for further refinement. The committee's final recommendations from the study will be presented to Council at its January 1992 meeting. Executive and Council recognized the importance and timeliness of the issues raised in the discussion paper, and encouraged the initial dissemination of the study through this CAUT Bulletin.
The first half of the discussion

paper is devoted to the financial background to the journal cancellation problem. In hrief, the dilemma faced by academic lihraries is that the cost of subscriptions to scholarly journals has been steadily and steeply rising for the last 15 years, at the same time as the parent institutions of these libraries have had to cope with chronic and increasingly

with chronic and increasingly severe underfunding.

Recent studies by such organizations as the Association of Research Libraries (ARL) and the Canadian Association of Research Libraries (CARL) have shown that, in recent years, academic serial prices have steadily escalated at a rate far beyond that of inflation.

The cost of acquisitions for

The cost of acquisitions for Canadian academic libraries, for example, rose by 164 per cent between 1977/78 and 1985/86, while the Canadian Consumer Price

the Canadian Consumer Price Index rose by only 85 per cent during the same period. Such price hikes are particularly noticeable among the nearly 1,300 journals produced by Pergamon Press, Springer Verlag and Elsevier. Subscription rates for individual titles, from these publishers titles from these publishers commonly run into the hundreds of

dollars, rise by ahout 27 per cent to 33 per cent annually, and can account for over 40 per cent of the increase in serials expenditures that a research library must face each year.

Caught between rising costs and

shrinking hudgets, libraries are usually forced to seek additional funds for their serials budget, reallocate some part of their book hudget, or cancel a number of journal subscriptions outright. Even the wealthiest institutions in

Even the wealthiest institutions in North America have bad to sacrifice titles over the last decade: ARL figures show that Harvard, Stanford, the University of Illinois, the University of California and the University of Toronto each made cancellations of between \$100,000(US) and \$438,000(US) hetween 1986 and 1988.

For its part CARL has

For its part, CARL has determined that 85 per cent of Canadian research libraries cancelled a total of 40,406 subscriptions worth \$4.2 million(Cdn.) hetween 1979 and 1989, and that additional cuts totalling \$1.025 million (Cdn.) were planned by 50 per cent of these

The second half of the discussion

paper considers the implications of paper considers the implications of such journal subscriptions cuts. Of most concern are the effects of cancelling large numbers of reasonably-priced, but "expendable," titles in order to save a small number of very expensive, but "indispensable," publications. Cancellations made along this

Cancellations made along this pattern can seriously affect academic freedom. Scholars in less "mainstream" or lower-profile disciplines may face a greater likelihood that their journals will be cancelled than do other researchers. The cuts may also not be idealorically assume that the control of the contr he ideologically neutral, in that they might restrict the diffusion of alternate or non-standard viewpoints, and that the broad range of opinion which ought to exist within a discipline may be restricted.

The publishers of targeted journals, deprived of subscribers by cancellations, also run the risk of being strangled out of the market altogether, which further restricts scholars across the country to the work of scales in collegue to and work of academic colleagues and makes it more difficult for them to publish the results of their own

Several elements of a possible

long-term solution to these problems are considered in the discussion paper's conclusion. The criteria by which universities and granting agencies assess the research activities of faculty members could be changed to encourage the publication of a smaller number of higher-quality articles by academics. This would help control the proliferation of help control the proliferation of journal titles.

Faculty members could offer their papers to publishers who keep their price increases reasonable, and could refuse to serve on the editorial boards of those which do editorial boards of those which do not. University libraries could develop more effective resource-sharing programs so that fewer libraries have to subscribe to large numbers of high-priced journals. Finally, the federal government could be lobbied to restore grants

could be lobbied to restore grants to support special library collections, to restore and increase funding to CISTI, and to implement Phase II of the proposed copyright legislation with exemptions for libraries and educational institutions that would allow single copies of scientific and allow single copies of scientific and scholarly articles to be made for research purposes

### Smith Report:

## Shabby research spawns shaky policy

By Fred Wilson President CAUT Editorial from the Ottawa Citizen, 10 October 1991,

Editional from the Online Interest, 10 October 1991, concerning the Smith report:
Most damning is the revelation about scheduled teaching hours. Universities have been complaining throughout the 1980s about europment booming without the funds to hire more full-time faculty. So you might reasonably have expected some modest increase in scheduled teaching hours. In fact, figures from the University of Ottawa and the University of Alberta reveal that scheduled teaching hours have decreased for full-

that scheduled teaching liours have decreased for full-time faculty.

The editorial goes on:
...as the Smith report makes clear, university research is becoming an end in itself, a sort of academic honey trap that dissors the very basis of a university education...

It concludes with this policy tecommendation:
Smith has a radical solution: Professors should teach

All this is taken directly from the Smith report. Let us look at the chapter from which it is taken

Dr. Smith notes that over the past decade student numbers have gone up. Indeed they have — by 40 p cent. University teachers have experienced this as a steady increase in their workload.

steady increase in their workload.

He also notes that at two universities the average number of classroom teaching hours per week per faculty member has gone down. At the University of Alberta in Arts it has gone down from 10.2 hours in 1980-81 to 9.7 hours in 1989-90. At the University of Ottawa in Arts it has gone down from 5.2 in 1983-4 to 4.8 in 1989-90.

From this Dr. Smith generalizes that the number of teaching hours per week has gone down by similar amounts throughout all universities. From this he

amounts throughout all universities. From this ne concludes further that the amount of teaching that faculty have been doing has declined. Assuming that workload is constant, he infers that the amount of research faculty have been doing has increased.

Thus, while student numbers have been going up, teaching load has gone down while research has gone up. Hence, students have been receiving a lesser quality education. Hence, we can improve the quality of characteristic has gone to the support of the students have been receiving a lesser quality education. Hence, we can improve the quality of education by decreasing the amount of research done by faculty and increasing the number of classroom hours. And it won't cost a thing.

And it won't cost a thing.

Though the Ottawa Citizen doesn't say so, the last is likely one of the most politically attractive conclusions to be drawn from Dr. Smith's report. As it remarks, "universities shouldn't get increased funding until they start putting their own houses in order."

Dr. Smith in fact does not draw that conclusion himself. He has seen enough of the decaying infrastructure and the problems of university libraries not to know that underfunding does indeed threaten our

system of post-secondary education. He therefore straight forwardly recommends much increased funding, echoing the position taken by CAUT over many years. Unfortunately, the argument he offers concerning teaching loads lends support to such views as those of the Ottawa Chitzen and undermines the basis of his important recommendations on funding. Even more unfortunate, is the evidence that Dr. Smith

uses to support the conclusion and the policy recommendation is so miserably weak that one wonders how someone trained in the methods of science could take it seriously.

take it seriously.

First off, he uses a sample of only two. Even Oral
Roberts tries for more than that. But surely one wants
to ask questions like: Is that big enough? Is that
representative? And surely one concerned about the
quality of research would ensure that questions of these
sorts were answered.

Surely too one concerned about the impact of policy recommendations would ensure that recommendations would be made only if these questions received certain quite specific answers.

Secondly, what were the reasons for the decrease in class hours at the two institutions? Indeed, why is there

class hours at the two institutions? Indeed, why is there such a difference between two apparently comparable universities with respect to both starting and end points? Dr. Smith does not stop to ask such questions. Thirdly, the report doesn't even raise the issue of student/faculty ratios. Suppose one reduced one's classroom hours from 9 to 8.5 per week, which is roughly a reduction of the amount recorded at each of the two universities. Assume that each course meets these hours can use as that this is a reduction from 3. three hours per week, so that this is a reduction from 3 courses to 2.8 courses.

Now assume that one started off with 50 students in each of 3 courses. We know that student numbers have increased by 40 per cent over the past decade. So now one will have 70 students instead of 50 in each of one's courses. Note that this is the minimum. For the same number of courses to be offered, faculty numbers will

have to have been increased.

Naturally Dr. Smith doesn't ask whether this has happened. But we all know the answer — it hasn't.

Otherwise the student\faculty ratio would not have gone

Onlier wise the Studentistative and would be the year as much as it has.

So where are we? When one taught 9 hours one had 50 students in each of three courses, resulting in 150 essays to grade. One now teaches 2.8 courses with 70 students in each, resulting in 196 essays to grade.
Dr. Smitb claims one's teaching load has gone down

Has it? Anyone who has been involved in university teaching more recently than has Smith knows the answer. What is amazing is Dr. Smith's incapacity to do the sort of research that would make clear this fact that is evident to everyone involved in university teaching. His is miserable research — nothing to base a policy recommendation upon.

What is the point of university teaching? It is not merely to put a set of facts into the heads of students, to he regurgitated in essays and exams. It is, rather, to teach people to be independent thinkers, people who have learned to learn, to solve problems, to do research, to acquire new knowledge, all on their own.

It is impossible to conceive that a teacher could help a student become this sort of person unless the teacher herself was successfully involved in exercising her skills in research. This becomes more true as one proceeds with students up the academic ladder from undergraduate to graduate to postdoctoral fellow

Dr. Smith, unfortunately, tends on the whole to ignore anything but undergraduate teaching, and therefore gives a very misleading picture of the professional responsibilities of university teachers at many universities.

The long-term importance of basic research for the economy has regularly been emphasized by government reports, both provincial and federal. The recent report of the Royal Society of Canada entitled Realizing the Potential: A Strategy for University Research in Canada has recommended that universities do more research.

Similar reports bave emphasized the need for the universities to produce the highly skilled human resources that will enable our economy to remain competitive in a competitive world. Doing either of these things presupposes that we take research

The trouble with Dr. Smith's ill-supported recommendation concerning teaching load is that it enables a certain sort of politician to argue that research is more a perk for underworked professors than it is something vital to the university mission, including our mission in teaching.

Most regrettably it feeds the misconception that has occurred to a number of provincial politicians that one can solve the problem of access to universities on the cheap, sinaply by forcing professors to teach more. Thus, we have the following report concerning Jim Dinning, the Alberta Minister of Education (not Higher Education), in the Calgary Herald, Oct. 6 1991: ....Dinning said that he favours a reduction in the time colleges and universities allocate to research if it means more students can get post-secondary educations.

more students can get post-secondary educations.

"I think teaching loads at colleges and the Southern Alherta Institute of Technology and the University of Calgary could be a lot higher," the minister said. "If that compromises the research that some people are doing, that's fine with me. Colleges and universities have to respond to people's needs."

Dr. Stuart Smith's miserable research on teaching load, and the unfounded policy recommendation based on it feed into this sort of sentiment. We deserved better.

## Ontario universities face \$9-million clawback

y J. Mark Langdon Treasurer Floyd Laughren has stunned Ontario colleges and universities with mid-year budget cuts of close 10 \$13 million. This cuts of close to \$13 million. This budgetary adjustment, described by some observers as a 'claw back,' amounts to \$9.16 million for the province's universities and \$3.63 million for its colleges. The \$13-million cut represents roughly one-half of one per cent of the post-secondary system's \$1.96 billion operating budget.

The Ministry of Colleges and Universities has sent each university president a letter explaining the cut and indicating the dollar amount involved for that particular university. In the case of

particular university. In the case of Carleton University, for example, the eut amounts to \$483,394 while for Queen's University the cut is \$639,317 and for Trent University

\$639.317 and for Trent University it is \$114.806.

In defending the funding change Ontario Minister of Colleges and Universities Richard Allen indicated that the post-secondary system would be temporarily protected against revenue losses themethe decision to delay the protected against revenue losses through a decision to delay the cash flow reduction until the scheduled payment "at the end of the fiscal year when it can be absorbed with the least difficulty."

Various members of the university community expressed concern about the decision, which several bservers described as unprecedented" in the history of ost-secondary funding in Ontario.

post-secondary funding in Ontario.
Bill Graham, President of the
12,000 member Ontario
Confederation of University
Faculty Associations (OCUFA),
said that he feels "somewhat
betrayed" and described the move
as "a misguided step and a disaster
for the future." He noted that a
few months and he NDP. for the future." He noted that a few months ago, the NDP was "proud to be fighting the recession but now seem to be fighting the deficit."

Prof. Graham added that the Prof. Graham added that the "business community has fought the NDP and now Bob Rac has caved in and decided that the deficit can't go any higher even though 59 economists said that kind of budget was necessary."

Peter George, President of the

Council of Ontario Universities (COU), echoed Prof. Graham's concerns pointing out that this is the "first occasion that a government has clawed back funds committed and flowed" and said that the \$9.2-million cut will force real expenditure reductions or increased deficits.

Laurie Kingston, chairperson of the 200,000 member Ontario Federation of Students (OFS), said that the "cuts can only translate into more cancelled programs and capped enrolment. Tomorrow's students are going to find the doors to post-secondary education nailed shut."

### Accountability Task **Force Formed**

Richard Allen, Ontario's Minister of Colleges and Universities has announced the creation of a task force on university accountability. The terms of reference for the new task force indicate that it should "develop recommendations for a framework to provide for the clear accountability of Ontario's universities to the public." In particular, the task force will be expected to:

explore existing accountability mechanisms and identify gaps and

overlaps;
• examine alternative approaches and practices of other sectors and jurisdictions;

• identify potential roles and

 identify potential roles and responsibilities of government, OCUFA and university governing structures (with respect to accountability);

identify models or types of accountability mechanisms for implementation in the university

context;
identify the costs which would be

• Identify the costs which would be incurred by implementing the (new) proposed framework;
• develop a strategy (including time frames) for the implementation of the proposed

The membership of the task force, which will be expected to report by June, 1992, includes four members June, 1992, includes four members of COU, two from the Council of Board Chairs and one member each from the Ontario Council on University Affairs, the Ontario Confederation of University Faculty Associations, the Council of Ontario University Staff Associations, the OFS, the Ontario Graduate Association and the Ministry of Colleges and Ministry of Colleges and Universities.

Peter George of COU praised the Peter George of COU praised the Minister's announcement and indicated the review will "provide an opportunity to publicize what kind of accountability mechanisms already exist or might be extended and will persuade people bow well managed the universities are.

managed the universities are.

Bill Graham of OCUFA said that
the task force "is seen as more
positive than negative." He noted
that universities will be audited in a more regular fashion and will have to answer "tougher questions regarding spending

### Advanced Education **Ministers Meet**

In late September, the provinces' ministers of advanced education met in Calgary for three days to discuss universities and related intergovernmental relations issues.

The conference was obscured by the federal government's the federal government's constitutional options paper but produced some interesting comments from some of the interesting

Len Derkach, Education Minister for Manitoba, stated that if the federal government has any plans to increase control over education "then that has to be followed up with more dollars as well." Mr. with more dollars as well." Mr. Derkach added that "education is the responsibility of the provinces" and that it would be "very wrong" for the federal government to attempt any kind of unilateral intervention in this area of provincial jurisdiction.

provincial jurisdiction.
John Gogo, Alberta's Advanced
Education Minister, said that "I
jealously guard the right of the
province to set its own standards"
and that if changes are planned
then there must be "some tradeoffs."

### Positions on PSE Unclear in Saskatchewan

Higher education was pushed to the margins of political debate in the Saskatchewan election campaign despite the efforts of the University of Saskatchewan's Faculty Association to move matters to the forefront.

During the recent election campaign, both the governing

Continued on page 7

## Des compressions de 9 millions \$ pour les universités ontariennes

Par J. Mark Langdon Le trésorier de l'Ontario, Floyd Laughren, a stupéfié les collèges et les universités de la province en annonçant des compressions budgétaires de 13 millions de dollars au bout milieu de l'année. Cominter par l'hadétaire par Ce rajustement budgétaire, que certains observateurs qualifient de «disposition de récupération», s'élève à 9,16 millions de dollars pour les universités et à 3.63 millions de dollars pour les collèges. Les compressions, totalisant 13 millions de dollars, représentent à peu près un demi pour cent du budget de fonctionnement du système d'enseignement postsecondaire qui est de l'ordre de 1,96 milliard de dollars.

Le ministère des Collèges et Universités a envoyé une lettre au recteur de chaque université pour lui expliquer les motifs des réductions et pour lui indiquer le montant qu'elles représentaient pour son université. Dans le cas de pour son université. Dans le cas de l'Université. Carleton, par exemple, les compressions se chiffrent à 483 394 \$ tandis que pour l'Université Queen's, le montant est de 639 317 \$ et pour l'Université Trent, de 114 806 \$. Le ministre des Collèges et des Visionerités. Richard Allen, a

Universités, Richard Allen, a défendu la mesure prise en faisant valoir que le système valoir que le système d'enseignement postsecondaire serait protégé temporairement des pertes de revenu grâce à la décision de retarder la réduction de l'encaisse au dernier paiement prévu de l'exercice financier, moment où il sera plus facile de les absorber.

Divers membres de la collectivité universitaire sont préoccupés par cette décision que plusieurs observateurs qualifient de sans précédent dans l'histoire du financement de l'enseignement ostsecondaire en Ontario. Bill Graham, président de l'Union

des associations des professeurs des universités de l'Ontario (UAPUO), laquelle compte 12 000 membres, a déclaré qu'il se sentait quelque peu trahi. Il considère la décision comme une démarche malavisée et un désastre pour malavisée et un désastre pour l'avenir. Il a signalé que le NPD, il y a seulement quelques mois, se vantait de combattre la récession. Or, il semble plutôt être en train de combattre le déficit.

Le professeur Graham a ajouté que le milieu des affaires s'est opposé aux mesures du NPD. oppose aux mestres di NPD.
Présentement, Bob Rae cède aux
pressions et a décidé que le déficit
ne pouvait être plus élevé malgré
l'assurance de 59 économistes que
ce genre de budget est nécessaire.

ce genre de budget est nécessaire. Peter George, président du Conseil des universités de l'Ontario (COU), a fait écho aux préoccupations de M. Graham et a souligné que c'était la première fois qu'un gouvernement récupérait des crédits promis et octroyés. Il a ajouté que les compressions de 9,2 millions de dollars entraîneraient de véritables réductions des dépenses ou des réductions des dépenses ou des

dencis accrus. Laurie Kingston, présidente de la Fédération des étudiant(e)s de l'Ontario (FEO), laquelle compte 200 000 membres, a déclaré que les compressions ne pouvaient se traduire que par davantage de programmes d'inscriptions annulés criptions contingentées. Les étudiants de demain vont se river le nez aux portes verrouillées de l'enseignement postsecondaire.

### Groupe de travail sur l'imputabilité

Richard Allen, ministre des Collèges et Universités de l'Ontario, a annoncé la création d'un groupe de travail sur l'imputabilité des universités. Le nouveau groupe de travail aura pour mandat de recommander un cadre permettant aux universités

de l'Ontario de rendre compte à la population. Le groupe de travail devra en particulier:

 explorer les mécanismes actuels
 d'imputabilité et identifier les lacunes et les chevauchements:

 examiner les solutions de rechange et les pratiques d'autres secteurs et d'autres provinces; - identifier les rôles et les

responsabilités possibles du gouvernement, de l'UAPUO et des structures de direction des universités (quant à l'imputabilité); – identifier des modèles ou des sortes de mécanismes d'im-putabilité à mettre en oeuvre dans le secteur universitaire:

 Déterminer les coûts qu'entraînerait la mise en oeuvre du nouveau cadre proposé;

- élaborer une stratégie d'élaboration du cadre proposé comprenant des échéances.
Le groupe de travail, dont on attend un rapport au mois de juin 1992, se compose de gusta. 1992, se compose de quatre membres du Conseil des universités de l'Ontario, deux du conseil des présidents de conseil d'administration et un membre respectivement du Conseil ontarien des affaires universitaires, de l'Union des associations des professeurs des universités de l'Ontario, du Council of Ontario University Staff Associations, de la Fédération des étudiant(e)s de l'Ontario, de l'Ontario Graduate Association et du ministère des

Collèges et Universités. Peter George, du CUO, s'est félicité de l'annonce du ministre et signalé que l'examen permettra a signalé que l'examen permettra de rendre publies les mécanismes d'imputabilité déjà en place ou qui pourraient être élargis et persuadera les gens de la bonne gestion des universités.

Bill Graham, de l'UAPUO, a déclaré que le groupe de travail était perçu comme une initiative plus positive que négative. Il a souligné que les universités seront

vérifiées plus régulièrement et devront répondre à des questions plus difficiles au sujet de leurs

### Réunion des ministres de l'enseignement supérieur

Vers la fin de septembre, les ministres provinciaux de l'enseignement supérieur se sont rencontrés à Calgary pendant trois jours pour discuter des universités et de questions connexes sur les relations intergouvernementales. Le document sur les offres constitutionnelles du gouvernement fédéral a assombri la conférence mais a suscité quelques commentaires intéressants de la part de certains des ministres.

Len Derkaeh, ministre de l'éducation du Manitoba, a déclaré que si le gouvernement fédéral avait l'intention d'accroître son rôle dans l'éducation, il devait alors y donner suite en augmentant également les crédits. Le ministre a ajouté que l'éducation relevait des provinces et que le gouvernement édéral serait malavisé de tenter d'intervenir unilatéralement dans secteur de compétence provinciale.

provinciale.

John Gogo, ministre de l'enscignement supérieur de l'Alberta, a déclaré qu'il gardaît jalousement le droit de la province. d'établir ses propres normes. Il a ajouté que si des modifications étaient prévues, il faudrait alors certaines compensations

### Les positions de la Saskatchewan sur l'EPS ne sont pas claires

L'enseignement supérieur a été remisé au second plan du débat politique de la campagne électorale en Saskatchewan malgré les efforts de l'association des professeurs de l'université de Saskatchewan de professeurs de l'université de Saskatchewan de professeurs de l'université de Saskatchewan de professeurs de l'autorité de l'a porter la question à l'avant-scène. Tout au long de la eampagne électorale, tant le gouvernement

conservateur sortant que les néodémocrates, les aspirants au titre, se sont montrés réticents à discuter sérieusement de leur point de vue sur l'enseignement postsecondaire. Pamela Smith, de l'Université de Regina et ancienne présidente de

l'ACPU, a laissé entendre que les hésitations des deux partis devant la question pourraient être reliées à la situation économique difficile de la province.

Pour augmenter la pression, 'association des professeurs de 'université de Saskatchewan ont fait paraître des annonces dans les journaux critiquant le dossier du gouvernement à ce chapitre et exhortant les trois partis principaux à octroyer davantage de crédits à l'enseignement supérieur. Les annonces préeisaient que les trois chefs de parti étaient des diplômés de l'Université de Saskatchewan.

### Les Néo-démocrates de la C.-B. promettent de rétablir la négociation collective

Le 17 septembre 1991, Barry Le 17 septembre 1991, Barry Jones, député néo-démocrate de Burnaby North, a écrit à Marg Csapo, présidente de la Confederation of University Faculty Association of British Columbia (CUFA/BC) et lui a promis l'abrogation de l'article 80 de l'Universities Act de l'Universities Act.

de l'Universities Act.
L'article 80, que le gouvernement eréditiste avait ajouté à la loi en 1977, interdit aux professeurs d'université d'être protégés en vertu de la loi générale du travail de la revier. de la province.

Après avoir plusieurs fois tenté de faire révoquer l'article, la CUFA/BC, par l'intermédiaire de CUFA/BC, par l'intermédiaire de l'ACPU, s'est adressée à l'Organisation internationale du Travail (OIT) à Genève, en Suisse. L'OIT a jugé que la loi était discriminatoire et a prié le gouvernement de la Colombie-Britannique de la modifier.

## IN THE NEWS / ACTUALITÉS

## KAON funding nets government cheers, jeers

By Tim Stutt CAUT Government Relations Officer

A mixed chorus of accolades and A mixed chorus of accolades and jeers greeted the federal government as it promised to kick in \$236 million towards the building of a KAON particle-physics facility at the University of British Columbia.

In announcing the federal offer last Sext 10 hostice Mixing Mix

last Sept. 19, Justice Minister Kim Campbell denied that the decision was linked to the British Columbia election, which began that same day. Instead, she said that the new federal funding will create 17,000 jobs during construction and 1,900

during operations.

B.C. politicians welcomed the announcement and stated that they did not view the KAON Project as a partisan election issue that would benefit either the Social Credit government opposition. OF the

"To say this is political is to border on the ridiculous," said Advanced Education Minister Stanley Hagen in a Sept. 23 Globe and Mail report. "Some people in central Canada think anything of significance should only exist down

NDP Leader Michael Harcourt NDP Leader Michael Harcourt said in the same report that he was enthusiastic about the KAON Project and welcomed federal support. "I've backed it from the beginning", he said.

However, federal Liberal and NDP politicians were not as generous in their assessment of generous in their assessment of federal funding for KAON, NDP science spokesperson Howard McCurdy is reported to have called it "pork-barrel polities." In the House of Commons Liberal science critic David Berger declared that the federal government had suddenly found a "rich uncle." Some members of the academic

community were also unhappy about the federal announcement.

about the federal announcement. Caroline Andrew, chairperson of the National Consortium of Scientific and Educational Societies, said many scientists are worried about a possible drain on federal science funding, despite the government's insistence that the KAON money won't come from other science programs. Ms. Andrew noted that universities are already in a severe financial crunch. "A lot of universities have cut on."

A lot of universities have cut on physical upkeep of the facilities because they're so strapped for funding," she said in a Canadian Press interview.

Press interview.
Memorial University President
Arthur May agreed. In a CBC
radio interview the former head of
the Natural Sciences and
Engineering Research Council said
that it is inevitable that the KAON
Project will incur cost overruns.

This project is going to cost a lot

more than anybody thinks it's going to cost at this point in time. The history of such projects is exactly that," he said.

"We're going to be mortgaging the future of many aspects of Canadian research to put all our, or most of our increased expenditure, into a single big, glitzy, glamorous project that will entertain a few dozen scientists and train a few hundred graduate students who will probably only find employment in other places where they have similar big machines. It's just

wrong."
Federal Science Minister William
Winegard has said the federal
government will pay "\$236 million,
period." "There is nothing in there
for escalation. There is nothing in
there in terms of cost overruns."

However he noted that contributions to the KAON operating budget are negotiable during the six-year period that it

will take to construct the project.

The federal government is committed to providing \$236 million of the \$708 million construction budget for the facility. One-third will be paid by the B.C. government and one-third will come from the United States, the European community, Japan and

European community, Japan and Korea who want to participate in the research. Operating costs for the KAON Factory will be approximately \$150 million a year. The KAON Factory is a proposed expansion of the existing TRIUMF cyclotron atom-smasher at the University of British Columbia. It would be 60 times more powerful than the present machine and generate subatomic particles called kaons and neutrinos. The study of these particles has already led to some breakthroughs in cancer some breakthroughs in cancer treatment and brain scans with further medical innovations promised.

## Le financement du projet KAON: des réactions partagées

Par Tim Stutt Agent des relations avec les

Agent des relations avec les gouvernements

La promesse du gouvernement fédéral d'injecter 236 millions de dollars dans la construction de l'usine KAON de physique des particules à l'Université de la Colombie-Britannique a été accueillie par des mines réjouies et des grizements de dons

des grincements de dents.

La ministre de la Justice, Mme Kim Campbell, en annonçant l'offre fédérale le 19 septembre dernier, a nié que la décision avait un lien avec la campagne électorale en Colombie-Britannique démarrée le même jour. Elle s'est contentée de déclarer que les crédits fédéraux permettraient de créer 17 000 emplois pendant la construction de l'usine et 1 900 emplois pendant son

exploitation.

Les politiciens de ColombieBritannique ont accueilli la
nouvelle avec satisfaction et ont
déclaré qu'ils ne considéraient pas
le projet KAON comme une
initiative partisane visant à mousser la campagne électorale du gouvernement créditiste sortant ou de l'opposition néo-démocrate. Dans l'édition du 23 septembre du Globe and Mail, le ministre de l'enseignement supérieur, Stanley Hagen, a déclaré que c'était versé dans le ridicule que d'affirmer qu'il s'agissait d'une décision politique. Il a ajouté que certaines personnes venant du centre du Canada ont la prétention de dire que seules les choses importantes se retrouvent

chez elles.

Dans le même article, le chef néodémocrate a fait part de son enthousiasme envers le projet KAON et se félicitait de l'appui du fédéral. Il a déclaré qu'il appuyait

le projet depuis le début.
Par ailleurs, les politiciens fédéraux des deux partis de l'opposition n'ont pas accueilli l'annonce du gouvernement fédéral l'annonce du gouvernement tederai en termes aussi généreux. Howard McCurdy d'une part, le porteparole néo-démocrate en matière de sciences a qualifié l'annonce «d'assiette au beurre». À la Chambre des communes, le critique Chamble des communes, le crique libéral en matière de sciences, David Berger d'autre part, a déclaré que le gouvernement fédéral avait soudainement trouvé

Certains membres de la collectivité universitaire ont également émis des commentaires peu enthousiastes devant l'octroi de

Caroline Andrew, présidente du Consortium national des sociétés scientifiques et pédagogiques, a déclaré que de nombreux scientifiques craignaient que l'octroi des crédits grèvent le budget sédéral dans le secteur des outget tederal dans le secteur des sciences même si le gouvernement a insisté pour dire que les fonds ne seraient pas puisés dans d'autres programmes scientifiques. Mme Andrew a rappelé que les universités étaient déjà aux prises de graves restrictions avec de graves restrictions financières. Elle a déclaré lors d'une entrevue

avec la Presse canadienne que beaucoup d'universités avaient réduit l'entretien des installations parce qu'elles sont à cours de fonds.

parce qu'elles sont à cours de fonds.

Le recteur de l'Université
Memorial, M. Arthur May, est du
même avis. Dans une entrevue à la
radio anglophone de RadioCanada, l'ancien président du
Conseil de recherches en sciences
naturelles et en génie, a déclaré que

le projet KAON allait inévitablement dépassé le budget

Selon lui, le projet va coûter beaucoup plus cher qu'on ne le croit pour l'instant. L'histoire parle d'elle-même pour ce genre de projet, a-t-il ajouté.

«Nous sommes en train d'hypothéquer l'avenir de nombreux aspects de la recherche au Canada dans le but de mettre toutes nos dépenses accrues ou la plupart dans un seul gros projet piupart dans un seul gros projet prestigieux qui amusera quelques douzaines de scientifiques et formera quelques centaines d'étudiants diplômés qui ne trouveront probablement du travail que dans des endroits dotés du même genre de grosses machines. C'est tqui simplement fairs » C'est tout simplement faux.»

Le ministre fédéral des Sciences, William Winegard, a déclaré que le gouvernement fédéral ne verserait que 236 millions de dollars, sans plus. Selon lui, il n'y aura pas d'escalade ni de dépassement des

Il a toutefois fait remarquer que les contributions au budget d'exploitation du projet KAON sont négociables pendant la période de six ans nécessaire construction du projet.

Le gouvernement fédéral 'engage à fournir 236 millions de fédéral s'engage à fournir 236 millions de dollars des 708 millions prévus pour la construction du projet. Le gouvernement de la Colombie-Britannique pourvoira au tiers du budget tandis que le dernier tiers viendra des États-Unis, de la communauté européenne, du Japon et de la Corée, pays qui veulent participer au projet de recherche. On estime que les frais On estime que les frais d'exploitation de l'usine KAON s'élèveront à environ 150 millions

s eleveront à environ 150 millions de dollars par année. L'usine KAON est un projet d'agrandissement de l'accélérateur de particules TRIUMF qui existe déjà à l'Université de la Colombie-Britannique. Elle serait soixante fois plus puissante que l'appareil actuel et produirait des particules subatomiques appelées kaons et neutrinos. L'étude de ces particules a déjà ouvert la voie à certaines découvertes dans le traitement du cancer et dans le balayage du cerveau. Elle promet également d'autres innovations médicales.

## Workshop explores research, scholarly integrity

CAUT participated in a two-day workshop and round-table discussion on research and scholarly integrity, sponsored by the University of Alberta, Sept. 13-14. CAUT was represented by Jon Thompson, former chair of the Academic Freedom and Tenure Committee.

The workshop was attended by some 40 participants. As a basis for discussion, Participants were provided with the Medical Research Council(MRC) Position Paper on Scientific Integrity, a U.S. Public Health Service (PHS) procedures document, the CAUT Information Paper on Fraud and Misconduct in Research and the new collective agreement article recently negotiated at UNB. Of these, reports Prof. Thompson, the CAUT paper and the UNB article made the greatest impact.

The CAUT paper was frequently quoted or referred to by speakers and other participants and the UNB article was considered by many to provide a helpful model," said Prof. Thompson. For the round-table discussion, the response by Donald Savage, CAUT Executive Director, to the MRC paper was also distributed. "It had a beneficial impact," stated Prof. Thompson.

The workshop was opened by Vice-President R.C. James of the University of Alberta. In the course of his remarks, he emphasized the need for due process and made complimentary comments about the initiatives of CAUT with regard to the problems associated with fraud and misconduct in research.

Prof. Thompson spoke on the importance of due process, which in this context includes an agreed definition, a fair investigation process and access to grievance and arbitration.
Associate Vice-President (Research) Bob Busch, of the University of Alberta, addressed sensitization of both students and faculty to the issues and used examples and suggestions from

the CAUT paper to illustrate his points.
The purpose of the round-table was to ascertain whether a consensus was developing or could be developed in the university community on the MRC paper, both as to its general thrust and its details. There was unanimous agreement on the general points that policies and procedures should be developed and applied at the local university level, and that these must provide due process.

## **Ontario universities** face \$9-million clawback

continued from Page 6

Conservatives and the challenging NDP seemed reticent to seriously

discuss their views on higher education. Pamela Smith, of the University of Regina and former President of CAUT, suggested that the two parties' hesitant approach to these issues, might be related to the province's difficult economic situation.

might be related to the province's difficult economic studion.

In an effort to turn up the heat, the faculty association at the University of Saskatchewan took out newspaper advertisements criticizing the government's record and imploring the three major political parties to provide more funding for higher education. The ads noted that all three party leaders, had graduated from the University of Saskatchewan.

### B.C. New Democrat Promises to Restore Collective Bargaining

On Sept. 17, 1991, Barry Jones, an NDP member from Burnaby North, wrote Marg Csapo, President of the Confederation of University Faculty Association of British Columbia (CUFA/BC), promising to rescind Section 80 of the Universities Act.

Section 80, added to the Act in 1977 by the Social Credit Government,

prohibits faculty at universities from receiving protection under the province's general labour law.

After several attempts to have the section repealed, CUFA/BC, through CAUT, approached the International Labour Organization (ILO) in Geneva, Switzerland which ruled that the legislation is indeed discriminatory and urged the BC government to amend it.

### FROM THE HILL/DE LA COLLINE PARLEMENTAIRE

## Environmental studies programs get funding boost

By Tim Stutt Government Relations Officer, CAUT

As the warmth of September sunshine faded into October's chilly winds and the maple trees in the Gatincau Hills turned crimson, the denizens of Parliament Hill launched several legislative initiatives that touch advanced education.

Some of these initiatives, such as the release of the government's constitutional reform proposals, received a great deal of media attention. Their links to postsecondary education are described elsewhere in this Bulletin. Other activities were not as extensively covered by the Parliamentary Press Gallery, but they too are worthy of our attention.

Environmental R&D

Environment Minister Jean Charest announced on Sept. 29 that the federal government will commit \$50 million in new funding to Canadian universities over the next six years to create a funding program for research and training

in environmental studies.

The program will be jointly administered and managed by all three federal research councils to ensure a cross-disciplinary focus. Program funding will be phased in over six years as follows: \$500,000 in 1991-92; \$4 million in 1992-93; \$9.5 million in 1993-94 and \$12 million in each of the next three

years.

Ten per cent of the funding will go

towards fellowships for 50 to 100 doctoral candidates in environmental studies. A further 20 per cent will be used to create five to 10 university research chairs environmental studies. remaining 70 per cent will be spent on research grants that will produce between five and 15 regional ecosystem studies in Canadian universities, thereby offering training for an additional 200 to 300 graduate students.

École Polytechnique Day
On Sept. 30 the House of
Commons unanimously adopted on third reading a private member's bill which designates Dec. 6 as a national day of remembrance for women who died at Montréal's École Polytechnique.

In introducing a motion to enact her bill New Westminster-Burnaby MP Dawn Black said, "I hope that the bill I have introduced will call attention to the problem (of violence against women) and to implement some solutions.

Student Unemployment
Student unemployment figures
released by the government
confirm that the summer of 1991 was one of the worst ever to find a job. Statistics Canada confirmed that the 1991 national student jobless rate for 15-year-olds to 24-year-olds hit 14.5 per cent with more than 169,000 students more than 169,000 students unemployed for at least one month between May and September. The unemployment rate is four percentage points higher than last year's, with 50,000 more students out of work

In an Ottawa Citizen report, Statistics Canada Information Officer Marc Lévèsque indicated the higher unemployment rate was due to the recession as well as the large number of new students who entered the labour force last

Canada's unemployment rate for workers of all ages was 10.6 per cent in August.

National Unity and Science
The week before the federal government released its constitutional reform proposals the Science Council of Canada issued a policy statement on the need to measure the impact of any reform on Canada's ability to mobilize science and technology.

In the statement entitled Science, Technology and Constitutional Change the Science Council notes that the "constitutional debate has that the constitutional coate has thus far focused primarily on symbols and identities. In the process, it has almost totally neglected our collective ability to mobilize science and technology to develop an industrial economy that is competitive, socially just and environmentally sensitive."

The document discusses national

collective goals in science and technology and how constitutional reform proposals should be evaluated in light of these goals. Indeed, it sets a role for S&T in achieving a national vision for Canada. "Recognizing that effective use of science and technology can belp provide cohesion and purpose to a country, Canada must find a political system that fosters their mobilization in a partnership for change. This partnership must bring employers, employees and the institutions they rely upon research, educational, environ-mental and other — to a sense of national purpose and enterprise, without which Canada and the things Canadian value will most surely decline."

Should science and technology be the responsibility of one level of government over another? No, the government over another? Not, the council says, because "S&T pervades every area of public policy and are dealt with at every level of government." This leads the council to conclude that "it is much more important, from the view of mobilizing S&T for economic and social purposes, to rebuild traditions of federalprovincial and interprovincial cooperation in S&T."

proming Legislative Business
At the time of this writing (mid-October), the House of Commons has taken a one-week Thanksgiving recess to prepare for a legislative sprint to Christmas. Barring any unforeseen changes in the Commons calendar this sprint should last until Friday, Dec. 13

In the coming weeks watch for two political initiatives of interest to academics and researchers.

First, sometime before the end of

this year the Indian Affairs Department will release its final count of aboriginal students across Canada who have had their student aid "deferred" for at least one year under the federal Post Secondary Student Assistance Program

The release of these figures will follow questions asked of Indian Affairs Minister Tom Siddon in the House of Commons last September by both Liberal MP Ethel Blondin and NDP MP Robert Skelley. The two opposition Indian Affairs spokespersons alleged that several hundred aboriginal students received little if any of the PSSAP assistance to which they were entitled this year due to budgetary cutbacks.

Secondly, watch for the creation of a House of Commons committee of a House of Commons committee to review the provisions, operation and effect of the federal Employment Equity Act. Section 13 of the Act calls for its comprehensive review by MPs five years after the coming into force of years after the coming into force of

That five-year mark was passed last Aug. 13 while the Commons was in summer recess. last Aug. 15 while the Commons was in summer recess. Accordingly, a motion to establish the review committee must be made by the government sometime

For more information on these or other legislative topics, contact Robert Léger or Tim Stutt (CAUT Government Relations Officers) by telephoning (613) 237-6885.

## Une injection de fonds pour des programmes en sciences environnementales

Agent des relations avec les gouvernements, ACPU

Pendant que le chaud soleil de septembre cédait sa place aux vents froids d'octobre et que les érables de la Gatineau revêtaient leur parure cramoisie, les occupants de la Colline parlementaire, quant à eux, mettaient en oeuvre plusieurs mesures touchant l'enseignement supérieur.

Certaines de ces initiatives, notamment l'annonce des propositions de réforme constitutionnelle du gouvernement, ont fait la manchette des médias. Les liens entre ces propositions et l'enseignement pustsceondaire font l'objet d'un article distinct dans le présent numero. Par ailleurs. d'autres activités n'ont pas reçu de la part de la presse parlementaire autant d'attention. Elles sont tout de même digne d'intérêt.

### La R et D en environnement

Le 29 septembre, le ministre de l'Environnement, M. Jean Charest, a annoncé que le gouvernement fédéral octroierait 50 millions de dollars aux universités canadiennes au cours des six prochaines années pour créer un programme de financement de la recherche et de la formation en sciences de

Le programme sera conjointement administré par les trois conseils de recherche fédéraux dans le but d'adopter une appro interdisciplinaire. Les crédits affectés au programme seront répartis comme suit sur une période de six ans: 500 000 \$ en 1991-1992, 4 millions en 1992-1993, 9,5 millions en 1993-1994 et 12 millions pour chacune des trois

Dix pour cent du budget ira sous la forme de bourses à quelque 50 à 100 candidats du doctorat dans le domaine des sciences environ-

nementales. Vingt pour cent du budget servira à la création de cinq à dix chaires de recherche en environnement. Enfin, 70 p. 100 sera affecté à des subventions de recherche qui serviront à la réalisation de 5 à 15 études sur les écosystèmes régionaux dans des universités canadiennes, permettant ainsi d'offrir une formation à un groupe de 200 à 300 autres étudiants diplômés.

Une journée de commémoration de l'École Polytechnique Le 30 septembre, la Chambre des communes a adopté à l'unanimité en troisième lecture le projet de loi émanant d'une députée qui institue le 6 décembre Journée nationale de commémoratjon des 14 femmes décédées à l'École Polytechnique de Montréal.

de Montreal. En déposant une motion pour donner force de loi à son projet de loi, la députée de New Westminster-Burnaby, Dawn Black, a déclaré: «J'espère que mon projet de loi permettra dans une certaine mesure d'attirer l'attention des gens sur le problème et de mettre en oeuvre certaines

Le chômage chez les étudiants

Les statistiques sur le chômage étudiant, que le gouvernement fédéral a rendu publiques, confirment que l'été 1991 a été l'un des pires en matière d'emplois d'été. En effet, d'après Statistique Canada, le taux national de chômage étudiant en 1991 chez les 15-24 ans a atteint 14,5 p. 100 et plus de 169 000 étudiants ont été sans emploi pendant au moins un mois de mai à septembre. Le taux de chômage est de 4 p. 100 plus élevé que celui de l'an dernier et 50 000 étudiants de plus sont en

Dans un article du Citizen d'Ottawa, Marc Lévesque, agent d'information de Statistique

Canada, a déclaré que le taux de canada, a declare que le tatus chômage plus élevé est imputable à la récession ainsi qu'au grand nombre de nouveaux étudiants qui ont intégré le marché du travail l'été dernier.

Le taux de chômage national de tous les travailleurs était de 10,6 p. 100 au mois d'août.

L'unité nationale et la science

La semaine qui a précédé l'annonce des propositions de réforme constitutionnelle, le Conseil des sciences du Canada a rendu publique une déclaration de principe sur le besoin d'évaluer les conséquences d'une réforme sur l'aptitude du Canada à mobiliser ressources scientifiques et

technologiques.

Les auteurs de la déclaration intitulée Science, technologie et changements constitutionnels au Canada, font remarquer que «jusqu'à maintenant, le débat des questions de symboles et d'identités. Or, dans les discussions, on n'a pour ainsi dire pas tenu compte de notre capacité collective à tirer parti de la science et la technologie afin de développer une économie développer une économie industrielle concurrentielle. socialement équitable et propre de assurer la pérennité de l'environnement».

Dans le document, le Conseil

discute des objectifs collectifs nationaux de la science et de la technologie et s'interroge sur la manière d'évalucr les propositions de réforme constitutionnelle en fonction de ces objectifs. De fait, il donne à la science et à la technologie le rôle de doter le Canada d'une vision nationale. «Reconnaissant que le bon usage

de la science et de la technologie peut contribuer à la cohésion de la société et aux objectifs d'un pays, le Canada doit se donner un

système politique qui favorisera la mobilisation des actifs des sciences et de la technologie dans un effort collectif d'adaptation. Ce partenariat doit rassembler les employeurs, les employés ainsi que les institutions sur lesquelles ils s'appuient - dans le domaine de la recherche, de l'enseignement, de l'environnement, etc. — et les amener à développer un sens des orientations du pays et un esprit d'initiative sans lesquels le Canada et les valeurs auxquelles les Canadiens accordent de l'importance dépériront à coup

La science et la technologie devraient-elles relever d'un seul palier de gouvernement? Le Conseil répond non à cette question car «comme ces dernières envahissent toutes les sphères de la politique, tous les paliers de gouvernement s'en préoccupents. Le Conseil en vient à la conclusion que «dans la perspective d'une mobilisation des ressources de la science et de la technologie au profit du développement économique et social, il est beaucoup plus important de travailler à relancer la tradition de coopération fédérale-provinciale et interprovinciale».

Affaires législatives à venir

Au moment de la rédaction de ces lignes (mi-octobre), la Chambre des communes a interrompu ses activités pendant une semaine pour le congé de l'Action de grâce. Les députés en ont profité pour faire le plein jusqu'à Noël. Si rien d'imprévu ne vient bouleverser l'échéancier des communes, les travaux devraient se poursuivre jusqu'au vendredi 13 décembre.

Au cours des prochaines semaines, il faudra surveiller deux initiatives politiques qui intéresseront les universitaires et

En premier lieu en effet, le ministère des Affaires indiennes fera connaître d'ici la fin de l'année le nombre définitif d'étudiants autochtones d'un océan à l'autre qui ont subi un «report» de leur aide financière d'au moins un an en vertu du Programme d'aide aux étudiants de niveau postsecondaire

La publication de ces statistiques donnera suite aux questions que la députée libérale Ethel Blondin et le député néo-démocrate ont posé en chambre au ministre des Affaires indiennes, Tom Siddon, en septembre dernier. Les deux porteparoles de l'opposition sur les questions autochtones ont prétendu que le PAENP avait été peu généreux, voire stérile, pour plusieurs centaines d'étudiants autochtones qui y avaient droit cette année, en raison de compressions budgétaires.

Enfin, il faudra porter attention à la création d'un comité de la Chambre des communes qui verra di acaminer les dispositions, le fonctionnement et les effets de la Loi sur l'équité en matière d'emploi. En vertu de l'article 13, les députés doivent étudier la loi en profondeur cinq ans après sa

promulgation.

L'intervalle de einq ans a pris fin le 13 août pendant que la Chambre des communes était en congé pour l'été, En conséquence, le gouvernement doit déposer, au cours de l'automne, une motion visant à mettre sur pied le comité

Pour obtenir des renseignements supplémentaires sur les sujets mentionnés ou sur d'autres mentionnés ou sur d'autres questions législatives, prière de communiquer avec Robert Léger ou Tim Stutt, agents des relati avec les gouvernements, au (613) 237-6885.

## Mandatory Retirement: pros, cons examined

is eliminated.'

By Maureen Kilgour Professional Officer Coop, CAUT In 1986, amendments were made to the U.S. Age Discrimination in Employment Act (ADEA) which permitted colleges and universities to continue mandatory retirement at age 70 for tenured faculty members.

The continuation of mandatory retirement for tenured faculty was a response to the variety of opinions among university and college administrations and faculty, and the public, concerning the impact of no mandatory retirement for faculty. mandatory retirement for faculty, For tenured faculty, mandatory retirement will continue until 1994, when it will be reviewed by the U.S.

In the meantime, the U.S. Equal Employment Opportunities Commission (EEOC) asked the National Academy of Sciences to form a committee and "to establish whether the special circumstances of tenured faculty in higher education justify a continued exception to the national policy prohibiting age discrimination in

There are two key conclusions contained in the committee's report, Ending Mandatory

Retirement for Tenured Faculty: The Retirement for Tenured Faculty: The Consequences for Higher Education, which was published earlier this year. The committee determined that "at most colleges and universities, few tenured faculty would continue working past age 70 if mandatory retirement is eliminated."

is eliminated."

However, "at some research universities, a high proportion of faculty would choose to work past age 70 if mandatory retirement is eliminated." The committee agreed that the impact of this finding was not significant enough to justify mandatory retirement for all

faculty.

These two conclusions about retirement trends underlie the principal committee's principal recommendations for encouraging faculty turnover in a positive manner, rather than through forcing people to retire. Retirement incentive programs are one such tool for increasing turnover in a positive manner,

However, the committee stressed that financial concerns should not be the main issue in faculty retirement decisions. Enhanced pensions and benefits should "create neither disincentives to retirement nor inadvertent incentives to postpone retirement." Therefore, neutralizing the financial impact of retirement is important. The committee concludes that if

The committee concludes that it its recommendations are followed, then "all but a few institutions will adjust to the elimination of mandatory retirement without significant effects." It recommends significant effects. It recommends that the Age Discrimination in Employment Act exemption permitting the mandatory retirement of tenured faculty be allowed to expire at the end of

allowed to expire at the end of 1993.

"Eliminating mandatory retirement would be in keeping with the general intent of the ADEA to extend protection against age discrimination," it concludes. In Canada, faculty associations have been engaged in negotiating

many of the provisions which the committee recommends. This is even more prevalent since last year's Supreme Court ruling that placed the issue of mandatory retirement squarely in the collective bargaining arena.

Rather than letting the administration take the lead, faculty associations should seize the initiative in determining positive approaches to faculty turnover through the collective bargaining

All faculty associations should All faculty associations should engage in negotiating improvements to existing retirement provisions for their members. Flexible retirement, reduced workload, improved pensions, retirees' benefits, etc., should be on the bargaining table, whether or not anadatory. whether or not mandatory retirement is in force.

Faculty associations that have not reacuty associations that have not yet done so should develop negotiating positions that will contribute to faculty renewal through a positive approach, rather than liaving renewal falter due to the financial considerations of an acting faculty. The other more aging faculty. The other, more fundamental goal of such aging factify. The other, more fundamental goal of such negotiating positions, would of course be the elimination of discrimination on the basis of age.

## La retraite obligatoire: le pour et le contre

Par Maureen Kilgour Conseillère en négociation collective de la Coopérative,

ACPU En 1986, ACPU
En 1986, la U.S. Age
Discrimination in Employment Act
(ADEA) a été modifiée de
manière à permettre aux collèges
et aux universités de maintenir à 70

aus la retraite obligatoire des professeurs permanents. Le maintien de la retraite obligatoire pour les professeurs permanents a été une riposte à la gamme d'opinions circulant chez les administrateurs et les les administrateurs et les professeurs de collèges et d'universités et parmi la population au sujet des conséquences de la retraite non obligatoire sur les professeurs. Dans le cas des professeurs permanents, la retraite continuera d'être obligatoire jusqu'en 1992 alors que le Congrès américain se penchera sur

question.

Dans l'intervalle, l'U.S. Equal Dans l'intervalle, l'U.S. Equal Employment Opportunities Commission (EEOC) a demandé à la National Academy of Sciences de mettre sur pied un comité et de déterminer si la situation particulière des professeurs d'université permanents justifie le maintien de l'exception à la acciditions des professeurs d'université permanents justifie le maintien de l'exception à la acciditions de l'exception à la professeure de la companyation de la des l'exception de l'exception de la de l'exception de l'exception de la des l'exception de l'exception de l'exception de la des l'exception de l'exce politique nationale interdisant la discrimination fondée sur l'age

dans l'emploi.

Le rapport du comité, intitulé

Ending Mandatory Retirement for

Tenured Faculty: The Consequences Higher Consequences for Higher Education et rendu public en mai 1991, tire deux conclusions fondamentales. En effet, le comité est arrivé à la conclusion que dans

est arrivé à la conclusion que dans la plupart des collèges et universités, peu de professeurs permanents continueraient de travailler après 70 ans si la retraite obligatoire était abolie.

Par contre, dans certaines universités spécialisées dans la recherche, une forte proportion de professeurs choisiraient de demeurer dans la vie active après 70 ans si la retraite obligatoire était abolie. Le comité a convenu que les conséquences de ces les conséquences de ces conclusions n'étaient pas assez importantes pour justifier l'imposition de la retraite obligatoire à tous les professeurs.

onigatoire a tous ies professeurs. Ces deux conclusions sur les tendances en matière de retraite sous-tendent les recommandations principales du comité selon lesquelles il faudrait enouvager de manière positive le renouvellement du corres professoral pluide que du corps professoral plutôt que d'imposer la retraite, notamment en créant des programmes d'incitation à la retraite.

Cependant, le comité a souligné

que les aspects financiers de la retraite ne devraient pas influencer la décision des professeurs. Des régimes de retraite et des regimes de retraite et des avantages améliorés ne devraient pas décourager les gens à prendre leur retraite ni n'encourager, par inadvertance, le report de la retraite. Il importe donc de neutraliser les conséquences financières de la retraite.

Infancieres de la retraite.

Le comité conclut que si ses recommandations sont adoptées, toutes les universités, à l'exception de quelques unes, s'adapteront à l'abolition de la retraite obligatoire l'abolition de la retraite obugatone sans grandes conséquences. Il recommande en outre que l'exemption prévue dans l'Age Discrimination in Employment Act, laquelle permet la retraite abligation des professeurs.

Act, laquelle permet la retraite obligatoire des professeurs permanents, puisse venir à échéance à la fin de 1993.

Il ajoute que l'abolition de la retraite obligatoire serait en accord avec l'intention générale de l'ADEA consistant à augmenter la protection contre la discrimination fondée sur l'âge.

Au Canada, les associations de professeurs négocient nombre des dispositions recommandées na le

dispositions recommandées par le comité américain. Cette situation est encore plus actuelle depuis que le jugement de la Cour suprême rendu l'an dernier sur la question jette carrément la retraite obligatoire dans le camp de la négociation collective.

Les associations de professeurs, lutôt que de laisser plutôt que de laisser l'administration prendre l'initiative, devrait profiter de l'occasion pour trouver des solutions positives au renouvellement du corps professoral par la négociation collective.

Toutes les associations de professeurs devraient négocier leurs membres améliorations aux dispositions actuelles relatives à la retraite. Des solutions comme la retraite souple, une tâche réduite, des regimes de une tache reduite, des regimes de retraite améliorés, des avantages pour les retraités, entre autres, devraient être déposées à la table de négociation, que la retraite soit obligatoire ou non

Les associations de professeurs qui ne l'ont pas déjà fait, devraient mettre au point des positions de négociation qui contribueraient de négociation qui contribueraient de manière positive au renouvellement du corps enseignant plutôt que de buter sur des considérations financières de professeurs vieillissants. L'autre objectif fondamental à atteindre par ces positions de négociation serait bien entendu l'élimination de la discrimination fondée sur l'âge.

### Votre

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## Nouvelles Brèves du Quebec / News from Quebec

## La situation du français dans l'activité scientifique et technique

Par Marie LeComte

Le Conseil de la langue française Le Conseil de la langue française (CLF) déposait récemment devant le Ministre responsable de l'application de la Charte de la langue française, un rapport intitulé La situation du français dans Pactivité scientifique et technique. Ce rapport fait siennes les observations et les mesures proposées par le Comité pour le français dans l'information scientifique et technique (COFIST).

Créé en novembre 1989 par le CLF, le COFIST est présidé par M. Christophe Auger, directeur de l'Institut de recherche appliquée sur le travail (IRAT) et membre du CLF. Le mandat du COFIST était de dresser un état de la situation du français dans l'information scientifique au Québec. Il devait également proposer au CLF un ensemble de mesures qui permettraient de développer la vitalité et le dynamisme du français dans l'information scientifique et technique. Créé en novembre 1989 par le

### Le statut du français dans les communications scientifiques et techniques de type primaire

Le COFIST s'est d'abord attaché à évaluer le statut du français dans

le domaine des publications scientifiques et techniques de type scientifiques et techniques de type primaire. Ces demières présentent les résultats de recherches de pointe qu'on veut faire partager à des spécialistes. Il a constaté que sur la scène internationale, la communauté scientifique publie principalement en anglais les résultats de ses travaux. D'ailleurs, resultats de ses travaux. D'allicuts, elle cite davantage les articles de langue anglaise que ceux qui sont rédigés en toute autre langue. Les scientifiques américains sont cités plus fréquemment que ceux des autres pays. Les scientifiques canadiens citent davantage leurs voisins américains (42 p. 100) que leurs propres consoeurs et confrères canadiens (27 p. 100).

Le rapport du CLF rapporte

qu'au Québec, au cours de la période 1985-1988, en science de la nature et appliquées, la proportion des publications en anglais a eu tendance à se stabiliser autour de 90 p. 100; en sciences biomédicales, les publications furent en anglais guatre fois sur cinq et, en sciences humaines et sociales, une fois sur trois. Jusqu'en 1928, la proportion des communications faites en anglais à l'occasion de congrès. angiais à l'occasion de congres, colloques ou symposiums a été un peu plus faible; elle se situait à près de 53 p. 100 pour l'ensemble des sciences, soit 58 p. 100 en sciences biomédicales, 64 p. 100 en sciences de la nature et appliquées et 31 p. 100 en sciences sociales et humaines.

### Le français dans les publications de synthèse

La situation du français dans les La situation du français dans les publications de synthèse est sensiblement la même. Ces publications exposent ordinairement un état des connaissances dans un secteur de recherche d'une discipline donnée. Pour connaître la situation du français dans les livres scientifiques et techniques, le COFIST a procédé à l'analyse de la collection des livres scientifiques achetés par l'Institut canadien de achetés par l'Institut canadien de l'information scientifique et technique (ICIST). La collection d'ouvrages scientifiques achetés par l'institut depuis 1978 compte près d'un demi-million de titres. La grande majorité de ces volumes (88 p. 100) sont en langue anglaise. Les titres en français viennent en Les titres en français viennent en (88 p. 100) sont en langue angianse. Les titres en français viennent en second lieu; ils représentent 6,6 pour cent de l'ensemble des titres et sont suivis de très près par les titres en allemand, soit 6,4 p. 100. On constate aussi qu'une grande proportion de titres anglais ou bilingues sont publiés en France. Parmi les ouvrages achetés depuis 1978, 40 p. 100 des titres publiés en France sont anglais et, pour le dernier quinquennat, la proportion a légèrement augmenté de 2 p. 100. D'autre part, le CLF a procédé à une enquête sur la langue des

lectures obligatoires au cours des études de premier cycle offertes dans les universités francophones dans les universités francophones du Québec. Pour 55 p. 100 des cours échantillonnés, un manuel est requis. En pareil cas, l'ouvrage exigé est en français deux fois sur trois. Il est en anglais près d'une fois sur quatre (23 p. 100). Le reste, 11 p. 100, regroupe les cas où on demande un manuel bilingue ou une combinaison de livres français et anplais. C'est dans la français et anglais. C'est dans la famille des sciences de la nature et famille des sciences de la nature et appliquées qu'on retrouve le plus souvent de cours, 51 p. 100 des cas, qui ont pour lecture obligatoire un ou des manuels en anglais. À l'inverse, en sciences humaines, les manuels extigés sont en français dans &4 p. 100 des cas.

### La langue des activités de vulgarisation

Le COFIST ne pouvait examiner le statut du français dans l'information scientifique sans s'intéresser aux activités de vulgarisation (magazines vulgarisation (magazines d'actualité scientifique, émissions à caractère scientifique de la presse électronique, articles publiés dans les quotidiens, expositions etc.) Même s'il existe, du côté francophone, une tradition de qualité dans chacun de ces domaines, on observe dans la région montréalaise que les ont un revenu plus élevé, ont tendance à consommer l'information scientifique en

### Des mesures pour corriger la situation

Dans son rapport, le CLF préconise de nombreuses mesures relatives aux communications primaires orales et écrites, aux primaires oracies et ectites, aux publications de synthèse, et aux activités de vulgarisation. Ces mesures procèdent de certains principes. D'abord, le Conseil reconnaît la liberté et l'autonomie des scientifiques francophones qui, dans le but de pénétrer les réseaux internationaux, pourront choisir la langue dont ils feront usage dans communications de les communications de type primaire orales ou écrites. Toutefois, le Conseil juge essentiel que le français soit présent et puisse s'affirmer dans toutes les autres activités scientifiques et techniques afin que la collectivité francophone puisse s'approprier la recherche et ses retombées. Il recommende surtout de soutenir recommande surtout de soutenir toute initiative nationale ou panfrancophone émanant de la communauté scientifique de langue française, notamment dans communications orales et

## A report by the Conseil de la langue française

By Marie LeComte

The Conseil de la langue françaisc (CLF) recently submitted a report entitled La situation du français dans l'activité scientifique et technique to the minister et iechnique to the minister responsible for the application of the Charter of the French Language. This report adopts the recommendations made by the Comité pour le français dans l'information scientifique et technique (COFIST).

COFIST was set up by the CLF in November 1989 and is chaired by Christophe Auser. Director of the

Christophe Auger, Director of the Institut de recherche appliquée sur le travail (IRAT) and a memher of the CLF. The committee was

the French language in the dissemination of scientific information in Quebec. It was also asked to propose measures that would enable the CLF to promote the vitality of the French language in the provision of scientific and technical information.

### The position of French in primary scientific and technical communications

First of all COFIST attempted to ssess the position of the French language in primary scientific and technical publications — journals that publish the results of cuttingedge research to be shared with other specialists.

It found that on the international

It found that on the international level scientists published the results of their research primarily in English. In fact, it also noted more articles are published in English than in any other language.

American scientists are referred to more often than those from other countries. In addition, Canadian researchers refer to their American counterparts more (in 42 per cent of cases) than they do to their colleagues in this country (27 per cent).

per cent).

According to the CLF report, during the period from 1985 to 1988 the proportion of publications in the natural and applied sciences appearing in English in Quebec tended to level off at about 90 per cent; in the biomedical sciences publications appeared in English four times out of five and in the

humanities and social sciences in about one-third of cases. Until 1988 the proportion of communications in English at congresses, colloquia or symposia was somewhat smaller, about 53 per cent for all disciplines, while the subject break-down was as follows: 5g per cent in the biomedical sciences, 64 per cent in the natural and applied sciences and 31 per cent in the social sciences and humanities.

### The French language in secondary publications

The position of French in publications

essentially the same. These publications usually give a progress report on the advancement of knowledge in an area of research in a specific discipline.

To determine where exactly the French language stood in scientific French language stood in scientific and technical publications, COFIST analyzed all the scientific books purchased by the Canadian Institute for Scientific and Technical Information (CISTI) since 1978. These works numbered almost 500,000 and the vast substitute for the (SS are and ware) majority of them (88 per cent) werc

in English.
Publications in French placed second, accounting for 6.6 per cent of all titles, followed very closely by publications in German at 6.4 per cent. It was also found that a large proportion of English or bilingual documents were published in France. Among the works purchased since 1978, 40 per cent of those published in France were in English and for the last five-year period this figure increased slightly, by 2 per cent.

In addition, the CLF examined the language of the prescribed readings in undergraduate courses in the province's French-language universities. A text-book was prescribed for 55 per cent of the courses sampled and in two out of three such cases the work prescribed was in French.

It was in English in one-quarter

of cases (23 per cent) and in the remaining 11 per cent either a bilingual textbook was prescribed or a combination of French and English texts. It was in the natural

and applied sciences that one or more textbooks in English were most often prescribed (51 per cent of cases). On the other hand, in the humanities textbooks in French were prescribed in \$4 per cent of

### The language of popularization

COFIST was unable to examine the role of the French language in scientific activities without taking a look at popularization activities (popular scientific magazines, radio and television programs of scientific interest, newspaper articles, exhibitions etc).

Although there is a tradition of quality in each of these media, as far as the French language is concerned, it was noted that better educated and more affluent persons in the Montreal area tended to receive their scientific information in English.

### Remedial action

In its report the CLF suggested a large number of measures relating to primary oral and written communications, secondary publications and popularization activities. All these measures were based on certain principles. First, the Conseil acknowledged the freedom and independence of Francophone scientists who may choose the language they will use in primary oral or written unications in order to make a breakthrough into international circles. However, the Conseil considered it essential that French should be present and be able to assert itself in all other scientific and technical activities so that the Francophone community could take advantage of the research and its spin-offs. Above all, it recommends that we support any national or pan-Francophone initiative taken by the Frenchlanguage scientific community, especially in oral and written communications.

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### IN THE NEWS / ACTUALITÉS

## Federal constitutional proposals silent on PSE

government intends to abolish its financial commitments to these two programs be terminated.

these two programs be terminated.

The federal government has proposed that there be no new federal programs in areas of exclusive provincial jurisdiction without the approval of seven provinces with 50 per cent of the population. Does this imply that existing programs can remain a responsibility of the federal government?

It is CAUT's view that the federal government should be clear on this matter and state that the shared responsibility between Chickway and the servince of some consequence.

between Ottawa and the provinces for post-secondary education should be enshrined in the constitution with appropriate wording to ensure that separate arrangements can be negotiated with the Province of Quebec.

### Research and development

The federal government proposes to maintain its role in research and development. While welcomed, CAUT is concerned about the ambiguous language used in this section of the proposals. Does use of the expression "maintaining and preserving" suggest that it will be difficult to the arthrogoners.

"maintaining and preserving" suggest that it will be dilitedit to do anything new?
Furthermore the document talks about preserving Canada's research and development capacity which might or might not mean a federal role in this area. CAUT will recommend more precise language that would allow the federal government both to maintain and to develop programs in the area of research and development.

There is no assectify mention in the proposals of the three

the area of research and development.
There is no specific mention in the proposals of the three federal granting agencies — the Medical Research Council, the Natural Sciences and Engineering Research Council, and the Social Science and Humanities Research Council.
But there is a list of federal agencies in Section 11 which deals with the power of the Senate to raify the appointment of persons heading the Canada Council and a number of

other federal agencies. CAUT will urge that the three granting agencies be added to the list in Section 11.

CAUT is also concerned that the delegation of federal powers exclusively to the provinces, such as in forestry and mining, might well affect the ability of the federal government to finance research in relation to these highly important areas. Similar reservations arise concerning the research implications in the proposals to "streamline" federal/provincial relations in soil and water conservation.

### Rights of Canadians

The proposed Section 7 of the constitution, the Canada clause, makes reference to its commitment to "the equality of women and men" and its commitment to "fairness, of women and men' and us communent to "tarness, openness and full participation in Canada's citizenship by all people without regard to race, colour, creed, physical or mental disability, or cultural background."

To this CAUT will suggest adding: ethnic origin, age, marital status, political belief or association, and sexual crientation.

orientation.

The possible impact of the proposed property clause on arrangements to promote equity for women, the First Nations, visible minorities and the disabled are causes for concern. CAUT will urge that any such clause be written in such a way so as to ensure that it could not be used to challenge Canada's social safety net.

CAUT will also recommend that the proposed Canada clause it hat "acknowledges who we are as a people and who

clause that "acknowledges who we are as a people and who we aspire to be" be amended to add a commitment to free collective bargaining. This becomes even more important if there is a property rights clause in the constitution.

### Student aid

No mention is made in the package of the federal student

continued from Page I

aid program or federal scholarship programs, which also depend on the existing federal spending power for their constitutional basis. It appears, therefore, that the federal government can continue these programs.

There is an extensive discussion of the rights of First Nations in the document. The federal government has not attempted to devolve questions pertaining to the First Nations — such questions as responsibility for education — to the exercises. to the provinces

to the provinces.

However, the provision and funding of post-secondary education for the First Nations is not only a federal responsibility but a treaty right. Since this has been disputed in the recent past by the federal government, CAUT will recommend that this obligation be part of any constitutional

### Cultural policy

CAUT was pleased to sec the Canada Council, the CBC and other cultural agencies such as the National Library, the National Archives, and the federal museums recognized

National Archives, and the federal museums recognized specifically in the proposed constitutional package. These agencies not only have important ties with researchers and creators in the university but also contribute to the education and cultural development of Canada.

The proposals on culture state that the Government of Canada will negotiate with the provinces, upon their request, agreements appropriate to the particular circumstance of each province to define clearly the role of each level of government and to constitutionalize such agreements where appropriate.

appropriate.
CAUT welcomes this flexibility but will also recommend that there be specific reference to special arrangements with the First Nations with respect to culture.

## L'enseignement postsecondaire passé sous silence dans les propositions constitutionnelles

si le statut et le financement de l'enseignement postsecondaire et de l'assurance-maladie sont définis et établis convenablement.

établis convenablement.

Nous conseillerons vivement en particulier aux provinces d'insister pour que les paiements de transfert en vertu du Financement des programmes établis (FPE) soient stabilisés au niveau de 1989-1990 au moins et que prenne fin le programme par lequel le gouvernement fédéral entend se désengager financièrement de ces deux secteurs.

Le gouvernement fédéral s'engage à n'entreprendre aucun nouveau programme dans les secteurs de compétence provinciale exclusive sans l'approbation d'au moins sept provinces représentant 50 p. 100 de la population. Doit-on en déduire que les programmes existants peuvent demeurer une responsabilité fédérale?

Toutefois, l'ACPU estime que le gouvernement devrait clarifier ses intentions à ce chapitre et déclarer que la responsabilité d'Ottawa et des provinces envers l'enseignement postsecondaire devrait être enchâssée dans la Constitution et qu'il y soit précisé en termes appropriés que des ententes distinctes peuvent être négociées avec le que des ententes distinctes peuvent être négociées avec le Québec.

### La recherche et le développement

La recherche et le developpement
Le gouvernement fédéral propose de maintenir son rôle
dans la recherche et le développement. Bien que l'ACPU
accueille avec satisfaction cette déclaration, elle se
préoccupe tout de même de l'ambiguité des mots utilisés
dans cette partie des propositions. L'emploi des mots «de
maintien» et «s'acquitter des obligations constitutionnelles»
laisse-t-il entendre qu'il sera difficile d'innover?
De plus, il est question, dans le document, d'assurer le
maintien de la capacité canadienne de la recherche et du

maintien de la capacité canadienne de la recherche et du

développement qui pourrait être ou ne pas être synonyme d'un rôle du fédéral dans ce secteur. L'ACPU recommandera des termes plus précis qui permettront au gouvernement fédéral de maintenir et de développer des programmes dans le domaine de la recherche et du

développement. developpement. Les propositions constitutionnelles ne soufflent mot des trois conseils subventionnaires fédéraux, soit le Conseil de recherches médicales, le Conseil de recherches en sciences naturelles et en génie et le Conseil de recherches en sciences humaines

Cependant, des organismes fédéraux sont énumérés dans la recommandation 11 qui traite du mandat du Sénat d'entériner les nominations aux postes de direction du Conseil des arts notamment et d'un certain nombre d'organismes fédéraux. L'ACPU recommandera instamment que les trois conseils subventionnaires soient ajoutés à la

ties de la proposition 11.

De plus, l'ACPU craint que la délégation des responsabilités fédérales exclusivement aux provinces, entre autres dans les domaines de la foresterie et des mines, puisse autres dans les domaines de la foresterie et des mines, puisse influer sur la capacité du gouvernement fédéral à subventionner la recherche reliée à ces domaines d'importance capitale. L'ACPU émet le même genre de réserve au sujet des conséquences qu'auraient sur la recherche les propositions de «rationalisation» des relations fédérales-provinciales en matière de conservation de l'eau et des cales.

### Les droits des Canadiennes et des Canadiens

La proposition 7, la «clause Canada», fait référence à l'engagement du fédéral envers «l'égalité des femmes et des hommes» et à son attachement «aux principes d'équité, d'ouverture et de pleine participation de tous les citoyens à la vie de leur pays, quelles que soient leur race, leur couleur, leurs croyances, leur condition mentale ou physique ou leur

suite de la page I

culture.

A cette liste, l'ACPU proposera d'ajouter l'origine ethnique, l'age, l'état civil, l'allègeance ou l'association politique ainsi que l'orientation sexuelle.

L'effet possible de la clause de propriété proposée sur les ententes pour promouvoir l'égalité des femmes, des premières nations, des minorités visibles et des personnes. handicapées est également source d'inquiétude. L'ACPU conseillera fortement qu'une clause de cette sorte soit rédigée de manière à garantir qu'elle ne serve pas à menacer le filet de sécurité sociale du Canada.

L'ACPU recommandera en outre que la clause Canada proposée énonçant «ce que nous sommes en tant que peuple proposee etionais nee que notos solimies et atta que perior et ce à quoi nois aspirons» soit modifiée pour y ajouter un engagement à la libre négociation collective. Cet aspect sera d'autant plus important si la constitution prévoit une clause des droits de propriété.

### L'aide financière aux étudiants

Les propositions constitutionnelles ne mentionnent rien Les propositions constitutionnelles ne menuonnent rien quant au régime d'aide financière ou des programmes de bourses fédéraux, qui dépendent également du pouvoir de dépenser du fédéral pour leur fondement constitutionnel. Il appert, toutefois, que le gouvernement fédéral peut maintenir ces programmes.

maintenir ces programmes.

Le document traite largement des droits des premières nations. Le gouvernement fédéral n'a pas tenté de déléguer aux provinces les secteurs appartenant aux premières nations, notamment la responsabilité de l'éducation. Cependant, la prestation de l'enseignement postsecondaire aux premières nations et son financement ne relévent pas uniquement du fédéral: ils sont également issus d'un traité. Puisque le gouvernement fédéral conteste la question depuis quelques années, l'ACPU recommandera que cette obligation fasse partie intégrante d'un projet constitutionnel.

### La politique culturelle

L'ACPU s'est félicitée que le Conseil des arts, Radio Chanda et d'autres organismes culturels, notamment la Bibliothèque nationale, les Archives nationales et les musées fédéraux, soient précisément reconnus dans les propositions constitutionnelles. En effet, non seulement ces organismes ont-ils des liens importants avec les chercheurs et les créateurs des universités mais ils contribuent aussi à

createurs des universites mais is contribuent aussi à l'éducation et à l'essor culturel du Canada. Les propositions sur l'état de la culture selon lesquelles le gouvernement du Canada négociera avec les provinces, à leur demande, des accords adaptés à la situation particulière de chaque province, afin de définir clairement le rôle de chacun des ordres de gouvernement et d'inscrire ces accords

dans la constitution sont opportunes.

L'ACPU accueille avec satisfaction cette attitude souple mais recommandera aussi que la Constitution prévoie de manière précise des accords parficuliers avec les premières nations en ce qui a trait à la culture.

CAUT CALENDAR		CALENDRIER DE L'ACPU	
Consortium Briefing Consortium Lobby Consortium Senior Negotiators Forum AF&T Librarians Executive Consortium	1991 Nov 3 Nov 4-7 Nov 6 Nov 15-17 Nov 22-23 Nov 22-23 Nov 29-30 Dec 4	Information-Consortium Lobby - Consortium Consortium Colloque des négociateurs d'expérience CLUPE Comité des bibliothécaires Comité de direction Consortium	1991 3 nov. 4-7 nov. 6 nov. 15-17 nov. 22-23 nov. 22-23 nov. 29-30 nov. 4 déc.
Consortium COOP PPPC Executive Committee CBC Workshop – Benefits CB Coop Conneil	1992 Jan 8 Jan 15 Jan 18-16 Jan. 16 Jan. 17 Jan. 18-19	Consortium CPPP (Coopérative) Comité de direction Atelier sur les avantages (CNC) CNC Conseil	1992 8 jan. 15 jan. 15-16 jan. 16 jan. 17 jan. 18-19 jan.

## **CAUT** prepares confidentiality guideline

By Dr. Donald C. Savage
Executive Director, CAUT
One of the battle grounds of academe is the question of confidentiality. CAUT generally comes down on the side of openness, especially where the information may affect the career of academic staff. But what should that mean in detail during a tenure and promotion process?
Jeff Sack QC and the executive director of CAUT are in the process of preparing a paper on

process of preparing a paper on this matter for the CAUT Collective Bargaining Cooperative which is intended to be a guide for those negotiating collective agreements and special plans. The Board of the Cooperative discussed a first draft in

discussed a first draft in September.

The paper interprets openness to mean that the full text and the authorship of letters of reference should he available to the candidate, at the very least if there is a dispute and the matter goes to arbitration or an equivalent. arhitration or an equivalent hearing.

The authors argue that it is ifficult to see how it can be equitable for one party to an arbitration to have more information than the other party. Moreover it is clear that secrecy allows certain referees to pursue personal vendettas, character assassination and ideological feuds

assassination and ideological feuds under the cover of privacy.

Secrecy was the cornerstone of McCarthyism in United States' universities in the lifties. Academics, they say, should be prepared to stand by their opinions. They argue that those who are fearful of an open process should refuse to give letters of reference.

The paper reviews the various halfway bouses to openness and finds them wanting — the full text without the author, the full text and the list of referees from which the author was chosen, summaries and the like. Most provoke silly guessing games or worse. It also

provides suggestions on how to choose referees, and suggests model letters for approaching

them.

The initial discussion in the Board showed no disposition to waver from the principle of openness. However, there was much less agreement on another proposition of the authors, namely that outside referees should be paid for their work which, they suggest, would make it easier for universities to insist on timely, full, and fair assessments and ensure that only those assessments that were really needed would be requested.

The final version of the paper will

be debated by the Board of the CAUT Cooperative in January.

The paper should be read in conjunction with an earlier paper entitled, What is Fair?, which discusses how tenure and promotion committees should conduct their assessments. The authors are also planning another paper on the legal background to secrecy and openness.

If you have experience of views on this subject, please write to the Executive Director at 294 Albert, Suite 308, Ottawa KIP 6E6. Copies of What is Fair? can be secured either from your faculty association office or directly from CAUT.

## L'ACPU rédige des lignes directrices sur la confidentialité

Par Donald C. Savage Directeur général

La question de la confidentialité suscite bien des débats au sein du corps universitaire. En règle générale, l'ACPU penche en faveur de la transparence, en particulier lorsque les renseignements peuvent toucher la renseignements peuveln touthet la carrière des universitaires. Toutefois, quel sens devrait-on donner à la transparence pendant le processus d'octroi de la permanence et des promotions?

Jeff Sach, c.r., et le directeur général de l'ACPU sont en train de rédiger un document sur la question à l'intention de la

Coopérative de négociation collective de l'ACPU qui servira de collective de l'ACPU qui servira de guide aux personnes négociant des conventions collectives ou des régimes particuliers. Le Conseil de direction de la Coopérative à discuté de la première ébauche du document en septembre.

D'après l'interprétation qu'en donne les rédacteurs du document,

la transparence signifie que les candidats devraient à tout le moins pouvoir consulter le texte entier des lettres de références et le nom de leurs auteurs devraient y figurer en cas de litige et si l'affaire est portée en arbitrage ou fait l'objet d'une audition équivalente. Les auteurs du document

soutiennent qu'il est difficile de concevoir comment il peut être équitable pour une partie à un arbitrage d'avoir plus de renseignements que l'autre partie. De plus, il ne fait pas de doute que le fait de conserver secrets des renseignements permet aux évaluateurs de poursuivre des vengeances personnelles, de démolir des réputations et de susciter des querelles idéologiques sous le sceau du secret.

Pendant les années cinquante, le secret était la pierre angulaire du McCarthysme dans les universités américaines. Les auteurs soulignent que les universitaires devraient être prêts à défendre leurs opinions. Ils prétendent que les personnes craignant un processus transparent devraient refuser de donner des lettres de

Les auteurs du document passent en revue les diverses solutions de recbange à la transparence et les considèrent comme insuffisantes, entre autres la présentation du texte entier sans le nom de l'auteur, du texte entier et de la liste des répondants d'où l'on a choisi l'auteur de la lettre, des résumés. La plupart de ces moyens provoquent des jeux de devinette stupides et bien pire. Les auteurs

The delegates were informed of the complexities of faculty organization in Japan and of the problems facing Japanese universities at the moment.

Views were shared on a number

of matters of common concern including university governance, university/business relationships and the development of codes of

conduct to deal with integrity in

It was agreed that a future

meeting would try to include

faculty organizations from the Philippines, Singapore, Malaysia,

Papua-New Guinea and Hong Kong. Faculty in Hong Kong, for instance, had written to the organizers to say that they would

welcome discussion and help in relation to the planned takeover of

the colony and its universities by China in 1997.

discutent également du processus de la première à la dernière étape, formulent des suggestions sur la façon de choisir les répondants et proposent des lettres modèles pour solliciter leur collaboration.

D'après les premières discussions, les directeurs ne se sont pas montrés disposés à abandonner le principe de la transparence. Toutefois, ils étaient beaucoup moins d'accord avec une proposition des auteurs consistant rétribuer les répondants de l'extérieur pour leur collaboration. Les auteurs prétendent que les universités pourront ainsi insister davantage sur des évaluations opportunes, complètes et justes. Elles pourront également s'assurer que seules les évaluations vraiment nécessaires soient sollicitées.

Le Conseil de direction de la Coopérative de l'ACPU devrait discuter de la version définitive du document en janvier.

Il faudrait lire le document onjointement avec celui intitulé Qu'est-ce qui est juste?, lequel porte sur la manière dont les comités de la permanence ou des promotions devraient effectuer leurs évaluations. En outre, les auteurs préparent un autre document sur l'élément légal du secret et de la transparence.

Si vous avez vécu des expériences sur le sujet ou si vous avez des opinions à formuler, veuillez écrire au directeur général, au 294, rue Albert, bureau 308, Ottawa KIP 6E6. Vous pouvez obtenir des exemplaires du document «Qu'estce qui est juste?» auprès de votre association de professeurs ou en vous adressant directement au secrétariat de l'ACPU.

## A chill wind blows from New Zealand

By Dr. Donald C. Savage Executive Director, CAUT Nine years ago CAUT invited faculty association federations from a number of OECD nations trom a number of OECD nations to a meeting in Toronto to discuss common problems. This consortium is now called the International Conference of University Teachers' Organisations

(ICUTO).

It has become more and more important partly because there are significant university trends which cut across national boundaries and partly because ministers, bureaucrats and university administrations in the Organization for Economic Co-operation and Development (OECD) countries now regularly share ideas, not all of which are beneficial to university

A subset of ICUTO met at the beginning of September in New Zealand to discuss problems common to the Pacific Rim. Those present were academic staff from Australia, New Zealand, Canada, the United States and Hawaii, Fiji, Samoa, and Japan.
Some of the discussion focused on

the plans of the new right-wing government in New Zealand which is already having an impact on the island states of the Pacific. Wellington has announced sweeping changes to student aid whereby undergraduate students will pay fees (despite election promises to the contrary) and all students in graduate or professional schools or those over 21 will pay at a particularly

This will likely decimate recurring education and probably turn New Zealand's universities into feeder schools for the graduate and professional faculties of Australian and United States' universities. It is clear that the government would like to privatize the universities if it could figure out how to do it.

Meanwhile it is trying to turn them into nineteentb century corporations in which the vice-chancellor will have despotic powers over students, faculty and their own governing boards.

There was also discussion of the

There was also discussion of the ongoing attack on academic freedom by the military dictatorship in Fiji where political activity (undefined) by the faculty is banned, lecturers have been arrested and beaten up and others expelled. The University of the South Pacific has one of the most complex political milieus of any since it operates in many of the since it operates in many of the independent island states.

It became apparent in the discussion that Fiji was by no

means the only government to restrict the operations of the university, simply the most

**Appointment** 

Fred Wilson, President of CAUT, is pleased to announce the appointment of Rosalind Riseborough to the post of Director, Office & Systems Administration, effective Oct. 16, 1991. This is a newly created position within the CAUT office and follows the reorganization of the management positions as approved by the September Council.

Rosalind has been a member of the CAUT staff since April 1979 when she was hired as Senior Researcher. In July 1983, Rosalind was promoted to the position of Professional Officer, Economic Benefits and Research. Rosalind has a Master of Arts degree in regional planning and resource

management and is bilingual.

In this new management post, Rosalind will take over responsibility for the internal administration of the CAUT office, including supervision of the support staff, and will focus much of her attention on the development of the CAUT electronic network and data systems.



Rosalind Riseborough

HARCOURTS







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### CAUT BOOKSHELF/LE COIN DES LIVRES

### Canada at Risk? Canadian Public Policy in the 1990s Edited by G. Bruce Doern and Bryne B. Purchase

C.D. Howe Policy Study 13 C.D. Howe Institute Toronto and Calgary, 1991.(255 pp.)

ooks with titles like Canada at Risk? usually focus on our famous "national question" (one or the other of the two), and its constitutional implications. It is therefore a pleasure to report that this particular collection of essays, despite its title, does not really deal with what Goldwin Smith, who invented the Canadian style of navel gazing, called "Canada and the

Canadian style of navel gazing, called "Canada and the Canadian Question."

Neither Quebec nor the United States appears in their now-familiar oppressed/oppressor roles, while the constitution performs only the bit part it deserves in a performance where public policy, not nationalist rhetoric, is centre stage. Demography, economic management, the environment, employment and social policy, financial institutions, education and health care are considered in one or more essays, most of which are both informative and readable. readable.

readable.

Those who believe that economics is a dismal science encumbered by pseudo-scientific jargon will find several essays in this book which present fresh ideas in fresh language. But then Stephen Leacock was an economist — of

language. But then Stephen Leacock was an economist — o sorts.

These essays were initially written as background papers for the worthy, even optimistic, purpose of educating journalists about emerging public policy questions. The editors' introductions entitled, would you believe, "Whither Ottawa?" attempts to provide a thematic thread for the book by picking up Richard Gwyn's not particularly convincing contention that Canada, especially Englishspeaking Canada, is at risk for the first time.

The risk we are told comes from two directions: "elobalization" a new code word especially favoured by the

"globalization" a new code word especially favoured by the business community anxious to be released from state regulation, and the supposed disintegration of the nation-state, an idea dear to those lawyers and political scientists who thrive on constitutional discussions.

state, an idea dear to those lawyers and political scientists who thrive on constitutional discussions.

Richard Simeon is about the only contributor who deals with this question and perhaps the thin content of his paper explains why — there isn't much to say about it that hasn't already been heard on the 6 o'clock news. Mr. Gwyn, the one journalistic contributor, repeats the message in briefer, though no less ponderous terms.

Most of the essays will inform the general reader as they should have stimulated the participants at The Way We Will Be Conference held in April 1990. Three in particular, though the work of well-known scholars, demonstrate that old subjects can spark new thoughts.

David Foot's essay is a thoroughly enjoyable education in recent Canadian demography from the baby boom, through the baby hust, to the present echo generation. Nor does he avoid policy advice, proffering demographically informed opinions on the best businesses to invest in (pet food over toys), how to plumb primary schools (enough toilets for an easy transition to geriatric centres), and how to ensure the professoriate's future employment (PhD's by distance education).

But what will universities do with his advice that "employees will have to stop looking for promotion as a reward" — especially when another essayist tells us, as if we full professors didn't already know, that "Rank is good

That droll essayist is Robert Evans whose essay "Health Care: is the System Sick?" punctures most of the myths about the "crisis" in our medicare system. It isn't about the trisis in bull interchae system. It isn't underfunded, its costs are not likely to explode with an aging population, but expectations about its ability to solve all problems are excessive. Like another literate economist, Lord Keynes, he assures us that in the long run we will all be dead. Not even a better lithotripter which will smash your kidney-stones whether you need it or not will make us

Evans concludes his essay with the warning, applied to medicare, not to get tangled up in privatization debates that are just warmed over had ideas from the 1950s. That advice are just warmed over had ideas from the 1950s. That advice might be kept in mind when reading another of the more interesting contributions to this book, Tom Courschene's plea for the "reintegration of social and economic policy." As usual Courschene is bubbling with ideas for the application of his "market perspective" arguing that social policy should be tailored to contribute to sustainable economic growth rather than simply to provide bandaids for those who fail to share in that economic growth.

The idea has a certify logic to it and used the public work.

those who fail to share in that economic growth.

The idea has a certain logic to it and would probably work in some fields. But how about his proposal that all government finance to universities be transformed into "education vouchers" to "make post-secondary institutions more responsive to student needs"? Courschene is like a medical doctor with only one prescription for every illness. Sometimes it cures, sometimes it kills.

Unfortunately the volume does not contain much else that is helpful in the field of education. George Pederson's piece has both a university president's typical title, "The Challenge for Universities" and a university president's typical menu of complaints underfunding, curricular irrelevance, lack of "national" educational policy, vanishing research funds. (Even gender, ethnicity and the differently abled are part of

the table d'hôte, presumably for the delectation of Richard

the table d'hôte, presumably for the delectation of Richard Allen).

We've seen this list so often that we have come to believe these are genuine problems. Perhaps, but they would certainly benefit from analysis by the kind of sceptical intelligence evidenced in Robert Evan's essay.

Is Canada at Risk? Whither withering Ottawa? The book reveals no consensus, not least of all because some of the authors don't even ask the question — thank goodness. After a valiant, and quite sensible attempt at least to assess the state of the question, the editors conclude unheroically than "In the end, we will have to see what the future will bring." Or, as Haubert would have put it. "We are not dancing on the edge of a volcano, but on the wooden seat of a latrine, and it seems to me more than a touch rotten."

(Review by Ramsay Cook, Department of History, York (Review by Ramsay Cook, Department of History, York

### Deep Sleep: Harry Bailey and the Scandal of Chelmsford by Brian Bomberger and Janet Fife-Yeomans

Simon & Shuster, Australia, 1991.

his book is about a major scandal which rocked the psychiatry profession and the medical establishment in Australia in the eighties. Bailey establishment in Australia in the eighties. Balley aduated in medicine immediately after the Second World War. He rose rapidly in the medical service of the government of New South Wales as director of the Cerebral Surgery Research Unit and then as medical superintendent of Callan Park Psychiatric Hospital. His career was also stormy. He made serious allegations about the functioning of Callan Park and was forced into retirement and private practice ultimately at Chelmsford

While in private practice he used controversial deep sleep therapy, beginning in 1962. The authors argue that both the therapy and its application at Chelmsford were done in flagrant violation of the norms of medical behaviour, that

therapy and its application at chelmstort were done in flagrant violation of the norms of medical behaviour, that these misdeeds took place over 20 years, and that a significant number of patients lost their lives as a result. One of the complications in the case is that some of the victims turned to the Church of Scientology to help them because no one clse would.

This in turn led some members of the medical establishment to dismiss them as cranks, given the well-known aversion of the Scientologists to psychiatry. Eventually the scandals became public. Bailey committed suicide in 1985, and a subsequent royal commission found that Bailey and some of his colleagues had been engaged in fraudulent, illegal and destructive medical practices. Why did it go on so long? The authors suggest that Australia lacked the structures either to safeguard psychiatric patients or to allow informed public discussion. Some academics had attacked Bailey's therapy for many years, but notbing happened. Many of the now existing laws and practices, the authors argue, stem from the Chelmsford scandal.

Was there any relation to the work of Ewen Cameron at ACONT.

Was there any relation to the work of Ewen Cameron at McGill? There is no evidence although they worked in related therapies and Bailey once visited Cameron at McGill. He also boasted that he was supported by the CIA There is no evidence to verify this claim. Brian Bomberger is senior lecturer in Law at the University of New South Wales and Janet Fife-Yeomans is the chief court reporter of the Sydney Herald. (Review by Donald C. Savage, Executive Director, CAUT)

### Study of the Labour Market for Academics

by Judith Sloan, Meredith Baker et al, Department of Employment, **Education and Training** Australian Government Publishing Service, Canberra, 1991.

his report was prepared by the National Institute of Labour Studies in Australia and presents, in its own words,"a dismal picture" of what the future holds for Australian universities. It suggests that under the most conservative estimates there will be a significant shortfall of faculty during the next decade and that it seems unlikely that the universities will be able to find significant numbers of recruits in their traditional markets in Europe and North America or within Australia unless, of course, there are some changes in government policy,

particularly in regard to pay.

The government of Australia is committed to a significant The government of Australas is commuted to a significant increase in the participation rate of students. At the moment the only solution suggested by the minister to the dilemma of increased participation and reduced faculty numbers is to recommend lowering the qualifications for university

(Review by Dr. Donald C. Savage, Executive Director, CAUT)

### Making a Middle Class: Student Life in English Canada During the Thirties

by Paul Axelrod

McGill-Queen's University Press, 1990,(269 pp.)

ith this book, Axelrod claims recognition as a leading theorist of Canadian higher education. It is a field in which the typical work — history of a single institution — is to be chiefly a record of what happened, with or without interpretation or socio-economic context. While Making a Middle Class also tells a story, its main purpose, in which it convincingly succeeds, is to put forth a set of ideas and englastics. and explanations

The book's message is that courses of study and campus activities at universities of the 1930s were intimately related to and fully integrated with forces of change and modernization (industrialization, urbanization, professionalization) which had been transforming Canadian society since before 1900.

By the 1930s. Axelrod finds, 35 per cent of Canadians belonged to middle class families. He valuably defines what be means: families "whose major income-earners were non-manual workers who enjoyed social status but exercised limited economic power, and whose standard of living ranged from the very modest to the very comfortable." (p. 170)

This one-third minority monopolized the intake and the aims of the country's colleges. Three-quarters of students were drawn from the middle class, whose interests and values shaped university life. "Higber education proved to be of most critical importance to those seeking occupational mobility within the middle class" (159).

The sub-title is a little misleading. Of the book's five core chapters, only the two—on extra-curricular activities and the student movement—deal with what is usually called "student life." They are very strong, featuring the energy invested in college clubs and social mixing; educational opportunities trivialized by fads and football; but redeemed by the social conscience of a few and the formation of leaders for all walts of life. leaders for all walks of life.

These chapters are preceded by an excellent demography These chapters are preceded by an excellent demography
— "Who went to university?" which also answers the
question why — and by a pair of essays on "academic" and
"professional" culture. They described the courses of study
and the tone of university life, especially tension between
generalists and specialists. An odd oversight occurs here,
when Axelrod sets out (pp. 51-63) to examine what students
were taught in regular undergraduate, non-professional
streams.

His discussion is full of valuable insights on the humanities and social sciences, business and psychology, but ignores the science side of the curriculum so thoroughly that the index has no entries at all for biology and geology, not even for physics and chemistry.

While taking a somewhat shaky stance among disciplines, Axelrod pays well-balanced attention to every part of anglophone Canada. His survey is chiefly based on archival research (with some oral history) at 10 universities: the large provincial institutions in western Canada, four universities in Ontario, McGill and Dalhousic.

He seems to have read everything — campus newspapers and records of student organizations; presidential and other correspondence; registrars' records; and the growing body of secondary literature. Evidence from all regions is blended into a conclusion that "English Canadian universities spawned a common student culture that transcended provincial borders." (p. 4)

provincial borders." (p. 4)

Readers of the APBR will find that Making a Middle Class, though it ranges right across Canada, has lots to tell them about conditions in the Maritimes. Chapter 5—

"Associational life: the extra-curriculum" — typifies the whole book in illustrating how evidence gathered locally helps reveal the national picture. Of about 190 references to individual universities in the chapter's 118 notes, 43 per cent are to western Canada, 36 per cent to Ontario, 8 per cent McGill and 12 per cent Dalhousie.

The healt's only my tables head upon a particular.

McGill and 12 per cent Dalhouse. The book's only two tables based upon a particular institution tabulated occupational choices of Dalhousie's graduates, 1921-40 (men 31 per cent doctors and 27 per cent lawyers; women 27 per cent teachers among those known, but 61 per cent were unknown and probably housewives). In a cartoon illustrating "What they take at college," a very familiar scene pops up. The panel for "surveying" shows a young man with tripod and telescope set up to study something shapely in a dormitory window. The sign on the lawn reads "Sheriff Hall."

( This review by Malcohn MacLeod is reprinted with

( This review by Malcohn MacLeod is reprinted with permission from the June 1991 edition of the Atlantic Provinces Book Review)

More Bookshelf

### CAUT BOOKSHELF/LE COIN DES LIVRES

## Begin Here: The Forgotten Conditions of Teaching and Learning

by Jacques Barzun University of Chicago Press, 1991.(pp. 216)

This collection of articles, speeches and essays authored by Jacques Barzun presents a synthesis of his views on many of the continuing difficulties which imbue the American educational system at all levels. Each of the 15 essays is introduced by Barzun and all were originally written from the late nineteen-sixties to the eighties. The book is divided into three sections, ranging from primary education, to curriculum and higher education.

The issue of education has been a major one politically in The issue of education has been a major one politically in the United States, and remains important to most observers of American society. This is at a time when the newspapers are reporting that high school SAT scores are at the lowest level that they have ever been in mathematics and verbal sections and universities are making various attempts to retain as many students as they can as well as attempting to return to offering a sound liberal education.

Barzun has taken upon himself to act as a spokesperson for this issue. Over the last 20 years he has been preaching to teachers, academics, administrators and students on the necessity to reform the American education system in some haste ways.

One may distinguish several recurring observations and criticisms Barzun promotes throughout many of the articles included in this collection. Central to his argument is the notion that education should return to the fundamentals. By this he means two things.

Firstly is the need to properly define the goals and purposes of education. Barzun believes that these first principles have heen lost over the years as new methods and all encompassing aims have been adopted to combat the problem of students receiving an inadequate education. For him, the purpose of education, at least at the lower levels, is to teach students the basics of reading and writing and about

the world around them.

Secondly, Barzun criticizes many of the techniques adopted secondly, Barzuch entertees many or the termiques adoption to suit the students in recent years. Catering to the short attention span of students and using stimulating methods such as television, computers, and field trips have, for Barzun, taken away from the essential need to teach students in a disciplined and traditional way.

The changes in curriculum which have developed over the last twenty years are discussed by Barzun. He espouses beginning with courses which deal with the society with which most students are familiar and, in the case of history. only attempting to teach small areas of it. In areas such as math, he stresses teaching the basics and not engendering a fear of sciences and mathematics to students

fear of sciences and mathematics to students.

In general terms, Barzun mentions the art of teaching and the importance of reading. He is very critical of many of the new techniques of teaching and believes that teachers must simply develop their own techniques and be receptive to the many different situations they are faced with in a classroom. Textbooks are said to inure students against reading and Barzun also criticizes the general American societal problem of reading too much of what is not important, such as magazines.

The final area covered in Barzun's collection of essays deals

of reading too much of what is not important, such as magazines.

The final area covered in Barzun's collection of essays deals with higher education. In it he disparages the modern role of the university as it has taken on the function of a total institution, instead of focusing on learning and study. Mandatory courses should primarily deal with Western civilization and the classics should be taught more frequently, in order to provide a sound general liberal education and create an accepted body of knowledge.

The growth in the amount of research has put too much stress on faculty to specialize and to neglect the teaching aspects of their profession. Barzun ends the book with the observation that many of the problems with the educational system have led to a general disrespect for the "educated mind" and a society which works against the education of its members through the promotion of trivial knowledge and endless activity. As the title suggests, Begin Here deals with many of the fundamental problems of American education and assumes the role of a very critical, yet hopeful, observer.

(Review by Cameron Taylor, Southern Methodist University, Dallas Texas)

### Social Sciences and Humanities Research Council Annual Report 1990-1991 Supply and Services Canada, 1991.

SHRC President Pauline Leduc writes in her 1990-1991 report to Parliament that the granting council's budgetary situation is a double bind.

To hude one hand we are encouraged to see the continuing increase in (grant) applicant demand, which is demonstrable proof of the vitality of the social sciences and humanities research community. Wh. Leduc says. "On the other hand, we are concerned that the lack of real growth in monies available means that we can support an ever-declining percentage of the proposed research." In describing the 1990-1991 application success rates for

research grants, doctoral fellowships and strategic research grants, the SSHRC President arrives at the same depressing result: the rates fell significantly from 1989-90 despite a substantial increase in the number of applications and funds requested. This leads Ms. Leduc to predict that continued government underfunding of social sciences and humanities research will have serious social, cultural and economic consequences that will come back to haunt Canadians.

But does the future really have to be so dismal? With the diplomacy that characterizes the speech of a senior public servant, Ms. Leduc concludes by saying that SSHRC will continue "doing our utmost to secure the stable and effective support researchers need to continue their work on behalf of all Canadians."

all Canadians."

One hopes that this is a signal that she is lobbying behind the political scenes in Ottawa not only to gain greater funding, but also greater respect for social scientists and humanists.

(Review by Tim Stutt, Government Relations Officer,

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## COMMITTEE OF INQUIRY REPORT

Preface
In the fall of 1985, Dr. Aleksandra Vinogradov contacted the
Academic Freedom and Tenure Committee (AF&T), seeking
its assistance in pursning a complaint about ther treatment as
candidate for an appoinment in the Department of Gvil
Engineering at the University of Calgary. She alleged that she
had been unfairly treated in the appointment process.
As is its practice, the AF&T Committee began an
investigation in accordance with #1.1 of the CAUT Policy

investigation in accordance with 4.1 of the CAOT Poticy Statement on Academic Appointments and Tenure. However, before this preliminary investigation was completed, Dr. Vinogradov resorted to the courts in Alberta. Although the Committee decided that it should the legal ontcome before

Committee decided that it should the legal ontoone before proceeding with any formal inquiry, it maintained a watching brief throughout. In 1989, the AF&T Committee, believing that the central question of whether Dr. Vinogradov had been treated in accordance with the standards of fairness that should prevail in Canadian universities had not been answered, then proceeded to establis ha Committee of Inquiry. Although the University of Calgary has made some changes in the appointment process since 1985, which are designed to monitor the process as well as to ensure, in particular, that

in the appointment process since 1985, which are designed to monitor the process as well as to ensure, in particular, that there are diligent attempts to increase the pool of female applicants for positions at the University, it has not proved possible to obtain any remedy for Dr. Vinogradov. Therefore, the Report of the Committee of Inquiry into the Vinogradov case is now being published. The members of the Committee of Inquiry were Paul Gaskin, Civil Engineering, Queen's University, and Jane Evans, Human Genetics, University of Manitoba. For the purposes of publication, revisions to the final report were made with assistance from the AF&T Committee.

### 26 September 1991

Introduction
Dr. Jane Evans, Department of Human Genetics, Dr. Jane Evans, Department of rluman Genetics, University of Manitoha and Dr. Paul Gaskin, Department of Civil Engineering, Queen's University are the members of the Committee of Inquiry into the circumstances surrounding the decision not to appoint Dr. Aleksandra Vinogradov in the Department of Civil Engineering at the University of Calgary. The terms of reference of the committee are given in Assendir.

Calgary. The terms of reference of the committee are given in Appendix 1.

The members of the committee visited the University of Calgary on the 30th and 31st of May 1990. We attempted to meet all the people who had been involved in the decision not to appoint Dr. Vinogradov, i.e. the members of the Geotechnical Appointment Advisory Committee, the University administrators involved in the proceedings, the University of Calgary Faculty Association officers who were involved in attempts to find a solution and Dr. Vinogradov. The staff at the University of Calgary Faculty Association organised the interviews for us. Unfortunately many of the people involved refused to meet us. In fact, all of the memhers of the Geotechnical Appointment Advisory Committee except one and all the administrators involved in the decision refused to meet us. In contrast, all the University of Calgary Faculty Association members involved allowed us to interview them. Those with whom we spoke are listed below. are listed below.

Murray Fraser, President of the University of Calgary Lorna Cammaert, Associate Vice-President (Academic), University of Calgary

Onversity of Cangary
(President Murray and Vice-President Cammaert agreed to
meet us and talk about the University of Calgary in general
but refused to discuss the Vinogradov matter).
Pat Grassick, Past President of the University of Calgary

Paculty Association
David Romney, Faculty Association Observer at the June
1985 meeting of the Geotechnical Appointment Advisory

George Fritz, Past President of the University of Calgary Faculty Association (later, by telephone)
Roger Kuhlemeyer, Professor, Department of Civil
Engineering, University of Calgary, and member of the
Geotechnical Appointment Advisory Committee
Aleksandra Vinogradov

The following refused to meet the committee: L.T. Bruton, Past Dean of the Faculty of Engineering R. Loov, Past Head of the Department of Civil Engineering and Chair of the Geotechnical Appointment Advisory

J.E. Gillott, Professor, Department of Civil Engineering and member of the Geotechnical Appointment Advisory

Committee
S.C. Wirasinge, Professor, Department of Civil Engineering
and member of the Geotechnical Appointment Advisory

R. C. Joshi, Professor, Department of Civil Engineering and member of the Geotechnical Appointment Advisory

Committee

No reply was received from the following who are all professors in the Civil Engineering Department and were members of the Geotechnical Appointment Advisory Committee and the committee was unable to contact them while at the University of Calgary:

A. Ghali I. Musik

As we were unable to interview most of the people involved in the Vinogradov matter, we believed that using only the results of our interviews would have resulted in a very incomplete and unbalanced report. We were, however,

fortunate in that extensive and detailed documentation was available to us. This documentation consisted mainly of sworn statements by those involved. We therefore based our report mainly on this documentation and used the interviews to corroborate what was recorded in the written

documentation. The documentation is listed in Appendix 2. In this report, the chronology of the events will be described first. This chronology was constructed from the documents in

first. I has caronology was constructed from the documents of Appendix 2.

Following this, these events and the procedures used will be discussed and the conclusions of the committee will be summarised. The final section will consist of the recommendations of the committee.

Chronology
Late 1977 — Dr. Vinogradov was appointed as Research
Associate and Sessional Instructor, Department of
Mechanical Engineering, University of Calgary
Sep. 1980 — Dr. Vinogradov was appointed as NSERC
University Research Fellow, Department of Civil

University Research Fellow, Department of Civil Engineering
Dec. 1983 — NSERC Fellowship terminated
Jan. 1984 — Dr. Vinogradov was appointed as Adjunct
Assistant Professor, Department of Civil Engineering
Jun. 1984 — Department of Civil Engineering advertised for a position at the Assistant or Associate Professor level in
Geotechnical Engineering and Finite Elements
Aug. 1984 — Dr. Vinogradov applied for this position
Dec. 14/84 — Seminar given by other candidate as part of
appointment procedure appointment procedure
Dec. 1984 — After the above seminar, the Appointment
Committee voted 4-2 to offer the appointment to Dr.

Vinogradov
Dec. 18/84 — Dr. Vinogradov was asked by Dr. Loov to give
a seminar within two days and provide copies of her Russian

papers
Jan. 11/85 — Dr. Vinogradov gave seminar
Jan. 14/85 — Dr. Loov informed Dr. Vinogradov that the

Jan. 14/85 — Dr. Loov informed Dr. Vinogradov that the position was now only that of Assistant Professor
Jan. 16/85 — Dr. Vinogradov agreed to accept an appointment at the Assistant Professor level
Jan. 18/85 — Appointment Committee voted 5-1 to offer position to Dr. Vinogradov
Jan. 24/85 — Dr. Loov indicated to Dr. Vinogradov that he could not proceed with the appointment hecause of a budget cut. Sometime shortly after this there was a departmental meeting in the Civil Engineering Department at which the majority wished to avoid cutting the Geotechnical position. Dr. Loov disagreed with this.

Feb. 1985-Dr. Loov conducted a student survey of teaching

Feb. 1985—Dr. Loov conducted a student survey of teaching in the department Feb. 27/85 — Dr. Loov informed Dr. Vinogradov of negative comments about her teaching June 20/85 — The Appointment Committee met, interviewed Dr. Vinogradov and discussed the appointment. Voting on the appointment was in writing several days after this meeting. The vote was 3-2 against appointing Dr. Vinogradowith one above the state of the control Vinogradov with one abstention.

Jul. 9/85 — Dr. Loov informed Dr. Vinogradov that he was

John John Dir. Downline was not recommending her appointment. After this, Dr. Vinogradov appealed to the Dean of Engineering and the President of the University.

Aug. 26/85 — Dr. Vinogradov filed a complaint of discrimination on grounds of sex, ancestry and place of origin against the University of Calgary with the Alberta Human

Rights Commission.

Jan. 8/86 — Dr. Vinogradov started a legal complaint against the University of Calgary over her non-appointment in the Court of Queen's Bench of Alberta alleging that she was

treated unfairly in the appointment procedure.

May 22/86 — The Court decided in favour of Dr. Vinogradov
and instructed the university to start a fresh appointment
procedure for the position.

Sep. 30/86 — Court of Appeal stayed the directions of Court of Queen's Bench

Dec. 31/86 — Alberta Human Rights Commission found evidence of discrimination and recommended a hearing

evidence of discrimination and recommended a hearing before a Board of Inquiry.

Feb. 11/87 — Court of Appeal of Alberta set aside the May 22nd 1986 order of the Court of Queen's Bench of Alberta on the grounds that not all possible appeal procedures at the University of Calgary had been used.

Nov. 16/87 — Dr. Vinogradov appealed to the Board of Governors of the University of Calgary.

Dec. 17/87 — The Board of Governors turned down Dr.

Vinogradov's appeal. Jul. 20/88 — Judgment of E.W.N. MacDonald dismissing Dr.

Jul. 20/88 — Judgment of E.W.N. MacDonald dismissing Dr. Vinogradov's complaint of discrimination on the grounds of sex, ancestry and place of origin.

Aug. 1988 — The Alberta Human Rights Commission appealed the judgment of MacDonald to the Court of Queen's Bench of Alberta.

Mar. 1989 — The Appeal of the University of Calgary Faculty Association to the General Faculties Council.

Faculty Association to the General Faculties Council.

The draft report of the CAUT Committee of Inquiry was circulated to the concerned parties in September, 1990. Many valuable comments were made and these have been incorporated into the final report.

We would also like to report here that we were well received at the University, even by those who refused to discuss the Vinogradov matter. It was however, very disappointing that so few of the people concerned agreed to talk to us. Although we were independent academics acting in good faith on behalf of Canada's largest organization of

university teachers attempting to give our unbiased opinion and suggest ways of avoiding future problems, we felt that we were regarded by some as interfering outsiders whose aim was to tarnish the reputation of the University. This was somewhat disconcerting but we hope that our final report will be considered objectively and constructively.

be considered objectively and constructively.

Discussion

The documentation given to us concerning this matter is quite large and detailed. Rather than dwelling on the many details, we have deliberately chosen to focus on those events which we consider to be of major importance and central to the issue. In this discussion, we will comment on the events listed in the chronology in order.

In the period of Sep. 1980 to Dec. 1983, Dr. Vinogradow was an NSERC University Research Fellow in the Department of Civil Engineering. As such, 75% of her salary was pany by NSERC and 25% by the University. The NSERC guidelines state that the teaching duties of Fellows should not occupy more than 25% of their time. In Engineering, professors would not be expected to teach more than four term length courses per year. Thus a Fellow could expect to teach one term length course per year to be within the NSERC guidelines. Dr. Vinogradow's teaching load for this period is described below, (Letter from Malik to Bruton, ref.17).

1981-82 Fall Engineering 203 Statics

1981-82 Fall

Engineering 203 Statics (1 lecture, 3 tutorial sections per week) Engineering 317 Mechanics and Properties of Winter (1 lecture, 2 lahs, 1 tutorial section per week)

(1 lecture, 2 lahs, 1 tutonal section per week)
Engineering 203 Statics
(1 lecture, 1 tutorial section per week)
Civil Engineering 675 Interaction
Problems in Foundation
Engineering (Graduate course)
Engineering 317 Mechanics and Properties of 1982-83 Fall

Winter

Civil Engineering 203 Statics
(1 tutorial sections per week)
Engineering 203 Statics
(1 tutorial section per week)
Civil Engineering 471 Civil Engineering

Civil Engineering 471 Civil Engineering Systems (1 lecture, 3 tutorial sections per week) Engineering 203 Statics (1 lecture, 1 tutorial section per week) Civil Engineering 561 Introduction to Continuum Mechanics (1 lecture, 1 tutorial section per week) Engineering 203 Statics (1 lecture, 1 tutorial section per week) Winter

This teaching load is clearly in excess of that specified in the NSERC guidelines. When Dr. Vinogradov's fellowship came up for renewal, it was turned down. According to Dr. Franklin, a member of NSERC, a significant factor in the decision not to renew was Dr. Vinogradov's teaching load (Factum of Vinogradov, ref.38, p.9.). The University was clearly using Dr. Vinogradov to teach more courses than instified by the amount they were contribution to her salary. clearly using Dr. Vinogradov to teach more courses than justified by the amount they were contributing to her salary. In effect, the University was abusing the idea of NSERC Fellowships and using the salary contribution from NSERC to subsidize their teaching budget. We consider that this excess teaching load constitutes unfair treatment of Dr. Vinogradov by the University.

In June 1984, the Civil Engineering Department advertised in the contribution is a Authority and contribution.

a position at the Assistant or Associate Professor level in Geotechnical Engineering and Finite Elements. Dr. Vinogradov applied for this position and was put on the short list. When invitations were made for selected applicants to present a seminar to the department, only one candidate other than Dr. Vinogradov was invited. This may appear other than Dr. Vinogradov was invited. This may appear unusual as most departments would ask two or three candidates to present seminars. We were told that this was not, in fact, unusual in the Civil Engineering department due to the cost of paying for candidates' expenses. After the seminar, it was decided by the appointment committee not to offer the position to the other candidate, and the committee voted 4-2 to offer the appointment to Dr. Vinogradov. Dr. Loov, Head of the Department, then asked Dr. Vinogradov to present a seminar and provide copies of her Russian papers within two days. This was very short notice, especially as it was known that engineers have great difficulty in bringing their technical papers with them when they emigrate from Russia. In the event, Dr. Vinogradov was unable to comply for health reasons and the seminar was postponed and given on January 11th.

comply for health reasons and the seminar was postponed and given on January 11th.

On January 14, 1985, Dr. Loov informed Dr. Vinogradov that the position would now only be offered at the Assistant Professor level instead of either the Assistant or Associate level and asked if she was still interested in the position. At this point in her career, Dr. Vinogradov had quite extensive experience. After gaining her Ph.D., she had had five years as a research engineer in Russia and eight years at the University of Calgary engaged in both teaching and research. One would normally expect an engineer with as much experience as that to be appointed as an Associate Professor. However, on January 16, 1985, Dr. Vinogradov said that she would accept the position at the Assistant Professor level.

On January 18, 1985, the appointment committee voted 5-in favour of offering the position to Dr. Vinogradov At this point Dr. Loov did not submit the recommendation of the committee to the Dean with his recommendation. In fact, the recommendation was not forwarded to the Dean until July

recommendation was not forwarded to the Dean until July after the committee had changed its recommendation. This

### COMMITTEE OF INQUIRY REPORT

delay is exceptional in procedures of this kind, and together with the events that took place between January and July, which will be described, constitute the major reasons why we feel that the treatment of Dr. Vinogradov was unfair and that she was denied natural justice.

On January 24, 1955, Dr. Loov informed Dr. Vinogradov that he could not proceed with the appointment because of a budget cut. The department, however, met and recommended against cutting the appointment. There was also a letter from the Dean on January 9th (Letter from also no January 9th (Letter from the Dean on January 9th (Letter from Bruton to Low met 9) recommending that Dr. Loov forward and a letter from the Dean on January 2nd (Letter from the Dean on January 2nd (Letter from Bruton to Loov, ref.9) recommending that Dr. Loov forward his recommendation as soon as possible as, otherwise, the appointment could be lost. Dr. Loov's decision thus seemed to be completely his own and went against the wisbes of his

appointment cerebia. The second would be fairly formal with the format, questions, method be fairly format with the format, questions, method be fairly consulted in a promotion and went against the wisbes of his department. Some selected students were interviewed by Dr. Loov after he had checked the responses. On Feb. 20th, Dr. Loov informed Dr. Vinogradov that there had been negative comments about her teaching in the survey. He subsequently used this negative response as a reason for not offering Dr. Vinogradov the appointment. It seems to us that surveys of this kind can be separated into two types. The first would be fairly casual with the results being used to assist a professor in improving his or ber teaching effectiveness. The second would be fairly formal with the format, questions, method of delivery, collection and evaluation carefully controlled, with the procedures used agreed to by the administration and faculty association. The results of this formal survey could be used for promotion, tenure and merit increase assessments.

We suggest that Dr. Loov's survey was of the first type and

We suggest that Dr. Loov's survey was of the first type and the results should not have been used in any appointment the results should not have been used in any appointment procedures. The use of casual surveys for important decisions such as appointment, merit, tenure and promotion can lead to objections on the grounds of partiality, undue influence on responders, unbalanced assessment of results and selective reporting. In fact, the procedures used in Dr. Loov's survey violated the policy of the Faculty of Engineering for treaching evaluation of faculty members. The regular evaluation procedure is described in the Judgment of Lutz (rcf.10, p.17, para 6) as:
a) the Faculty of Engineering has adopted a questionnaire as the standard evaluation form and has encouraged its use for all courses in the Faculty;
b) the questionnaire is to be administered during the 10th.

b) the questionnaire is to be administered during the 10th, 11th or 12th week of term;

c) the questionnaire is to be administered by the staff from the Faculty Office;

d) the results of the questionnaire are to be processed by the

e) the evaluation is voluntary and must be authorized by the

e) the evaluation is voluntary and must be authorized by the instructor by submitting a formal request to the Faculty. The procedures used by Dr. Loov were also described by Patrick Grassick, then President of the University of Calgary Faculty Association as "improperly conducted", "in violation of norms accepted across the university" and "open to serious challenge on methodological grounds" (Judgement of Lutz, ref 10, p.17, para 7).

Dr. Loov reported that Dr. Vinogradov received a very low score in teaching effectiveness in his survey (Affidavit of R. Loov, ref.), p.12, para 34). We consider that this finding should not be considered because of the objections to the procedures used in the survey. Dr. Loow also brought un two

should not be considered because of the objections of the objections because the first survey. Dr. Loov also brought up two concerns about Dr. Vinogradov's teaching of ENCI 471 (Affidavit of R. Loov, ref.9, p.14, para 39). The first was that she had made up some class notes from a textbook without attributing authorship. Although not entirely appropriate, this is not uncommon practice. The second concern was that she had used questions from previous assignments and textbooks in the exam. We agree that this approach should be used with caution but, as Dr. Vinogradov was teaching this course for the first time, we do not consider it to be a critical fault. It should be pointed out that Dr. Vinogradov had taught eleven courses in the Faculty of Engineering prior to this survey and there had apparently been no criticism of her teaching. In fact, in 1983, she received the following

teaching. In fact, in 1983, she received the following assessment from the then Head of Civil Engineering, Dr. Ward (Letter of Dr. Ward 14/6/83 in Memo of Lo to Gundara, ref. 15, p.2, para 4):
"The Committee was unanimous in recommending that Dr. Vinogradov be awarded 1.0 increments. Her undergraduate teaching in two of our most demanding first and second year courses, ENGG 203 and ENGG 317 respectively was excellent. The graduate course was referred.

courses, ENGG 203 and ENGG 317 respectively was excellent. The graduate course was well attended by downtown engineers and reviews were very positive."

Dr. Vinogradov also taught one course twice after the summer of 1985 after the survey and criticism of her teaching by Dr. Loov. She was presumably deemed a satisfactory teacher by the University in spite of Dr. Loov's opinion and her non-appointment to the position in the Department of Civil Engineering. This course was Engineering 203, Statics, which she lad resolvants truthed to be best of the Dr.

Civil Engineering. This course was Engineering 203, Statics, which she had previously taught on behalf of the Department of Civil Engineering (letter from Malik to Bruton, ref.17), although this course, being given in the spring term, was administered by the Department of Continuing Education. At least one other professor had a poor evaluation in Dr. Loov's teaching survey but had this negative review overturned on appeal (Lo to Gundara, ref.15, p.14, para 5). Presumably he had an avenue for appeal that was not available to Dr. Vinogradov. We conclude that the use of the results of Dr. Loov's survey in the appointment considerations for Dr. Vinogradov constitute unfair treatment. treatment

Ahout this time, Dr. Loov is also reported (Judgment of MacDonald, ref.25, p.35, para 9) as wanting the

Appointment Committee to assess Dr. Vinogradov on the Devel of Associate Professor although the appointment was now only at the Assistant Professor level. This implies different tests being applied to different candidates and is

clearly unfair.

On the 20th of June 1985, the Appointment Committee met and questioned Dr. Vinogradov about the negative teaching comments and other matters for three hours. A University of Calgary Faculty Association observer, David Romney, was present during the meeting. After Dr. Vinogradov left the meeting, discussion about her suitability for the appointment continued. At the end of the meeting, Dr. Loov said that he wished members to give him their votes a couple of days later in writing. David Romney indicated that such a procedure was unusual but his view had no appreciable impact. Before the votes were received, Dr. Loov contacted some members of the committee and circulated extra material that Dr. Vinogradov was unable to defend as she was not given the material (Judgment of Lutz, ref.10, p.14, para 46). The Vinogradov was unable to defend as she was not given the material (Judgment of Lutz, ref. I.O., pl. 4, para 46). The questioning of Dr. Vinogradov during the committee meeting was apparently fair and reasonable, according to David Romney. However, the postponing of the vote until some days after the meeting, the circulation of extra material unknown to Dr. Vinogradov and the contact between Dr. Loov and some members of the committee after the meeting the circulation of the property of the committee after the meeting and the property of the committee after the meeting the circulation of the committee after the meeting and the property of the committee after the meeting and the property of the committee after the meeting and the property of the committee after the meeting after the property of the propert but before the vote were all very irregular and unfair to Dr. Vinogradov. The effect was to deny her natural justice.

Vinogradov. The effect was to deny her natural justice.
The vote taken some days after the meeting was 3 - 2
against appointing Dr. Vinogradov with one abstention.
We would like to comment generally on the events between
the January vote and the June vote of the Geotechnical
Appointment Advisory Committee. In the normal course of
an appointment procedure, a recommendation would have
gone to the Dean after the January vote and a decision would gone to the pean acts the shanlary vote and a tectsion have been made. Up to the January vote, Dr. Vinogradov had fulfilled all the usual requirements. She had given ful details of her qualifications and experience, had given a seminar and had provided additional requested translations seminar and had provided additional requested translations of her Russian papers. After the January vote, she was subjected to quite an unusual extra series of tests such as criticisms of her teaching ability and material used in one of her courses. Before the June vote, she was questioned for three hours before the committee after a positive vote and the additional examination and questioning are extraordinary and we consider this additional process to be unfair to Dr. Vinogradov and to be bad practice in university appointment

Vinogradov as.
On Jan 8, 1986, Dr. Vinogradov started a legal complaint against the University of Calgary in the Court of Queen's Bench of Alberta over her non-appointment and unfair treatment. Judgment was given by Justice Lutz on the 22nd

of May 1986 (ref.10).

In the case, evidence was submitted that Dr. Loov had In the case, evidence was submitted that Dr. Loov had pressured one of the members of the appointment committee to change his vote of support for Dr. Vinogradov (Affidavit of P. Grassick, ref 5, pp. 3.4). Justice Lutz commented upon this allegation by a member of the Appointment Committee as follows (ref.10, pp.20,21):

"I have no difficulty in accepting his statement that he was intimidated and coerced by Dr. Loov into withdrawing bis recommendation of the applicant for the position she sought. The coercion was reprehensible in nature in that Loov attained his apparent end by threatening (the faculty member's) career security and future even though he was a

member's) career security and future even though he was a tenured professor." While this allegation is very disturbing to us as it threatens the whole concept of academic freedom and impartiality we were not able, in the circumstances, to reach any conclusion on it.

It is perhaps worth quoting part of Justice Lutz's judgment from pages 24 and 25 of reference 10.

"It is my perception in finding that Dr. Loov did not want

the applicant in his department in that capacity, and while the procedure was not carefully or minutely spelled out, he engineered the three meetings' results, some of the members(sic), and failed to observe rules or procedures that

were incumbent upon him to observe..... Finally, I suspect that Dr. Loov wished to deny the applicant the opportunity to answer detrimental allegations made against her. In so doing, the applicant was denied Natural

Justice Lutz found in favour of Dr. Vinogradov and ordered

the university to start a fresh appointment procedure for the position (Judgment of Lutz, ref.10).

The University of Calgary subsequently appealed this ruling in October 1986 and on the 11th of February 1987 the decision of Justice Lutz was set aside on the grounds that Dr. Vinogradov had not exhausted the appeal procedures at the Lineschite. The Settles existed Lutz designs the Constitution of the Con

Vinogradow had not exhausted the appeal procedures at the University. In setting aside Lut's decision, the Court did not address the complaint of unfair treatment but focused on Section 18 of the Universities' Act.

In August 1985, Dr. Vinogradov complained to the Alberta Human Rights Commission of discrimination against her by the University of Calgary on the basis of sex, place of origin and ancestry. On the 31st of December 1986, the Alberta Human Rights Commission occurred in its initial investigation that there was merit to her complaint (Memorandum from Lo to Gundara, AHRC, ref.15). Since the case was unresolved, it was recommended that the Alberta Human Rights Commission should proceed to a Board of Inquiry. On the 20th of July, 1988, Mr. MacDonald gave bis judgment of this complaint under the Individual's Rights Protection Act (ref. 25). He summarized his decision as follows:

do not on the whole of the evidence find any discrimination against Dr. Vinogradov because she was a woman, or that any one specific act was discriminator gainst her because she was a woman under the Individual's

Rights Protection Act".

It should be pointed out that Mr. MacDonald was It should be pointed out that Mr. MacDonald was investigating whether any unfair treatment was due to discrimination because of sex, not whether unfair treatment was experienced by Dr. Vinogradov. Two points should be made. MacDonald did not find that the procedures used in the appointment process after January 1985 were unreasonable. However, he did say (pp.5,6) "the University seemed to take advantage of this situation (i.e. NSERC Fellowship funding) both in relation to Dr. Vinogradov and other professors and instructors at the University, so that the extra teaching load was not discriminatory or unfair against only Dr. Vinogradov." Mr. MacDonald's judgment was appealed in August 1988. We understand that this appeal was dismissed in the fall of 1990 and a further appeal to a higher court was being considered. In our consideration of the facts of this case, we examined the treatment of Dr. Vinogradov in the context of what we consider fair treatment in a university environment with its base on collegiality and fairness. We were not asked to reach and did not come to any conclusions about the cause of what we consider to be her unfair treatment. er unfair treatment. On Nov 16 of 1987, Dr. Vinogradov appealed to the Board

of Governors of the University of Calgary. The Special Committee of the Board of Governors examined two Committee of the Board of Governors examined two matters, the duty of Dr. Loov to relay his own recommendation and that of the Geotechnical Appointment Advisory Committee to the Dean and the power of Dr. Loov to reconvene the Appointment Committee after the January 18, 1985 meeting. The University of Calgary Faculty Association stated its apprehension to this committee that, "in choosing to restrict its mandate to a consideration of the "In cooosing to restrict is manuate to a consideration of the [two] questions, the Special Committee may not be able to satisfactorily resolve the issues in dispute in this affair." (Faculty Association Submission to the Special Committee, ref.19, p.4.) The Association in its letter to the Special Committee made the following objections to the procedures

"I. The Department Head had a clear duty to forward the committee's recommendations and his own opinion to the Dean following the vote of the committee not just following the January 1985 meeting of the committee but in December 1984. He did not do so. The relevant university. wide regulations and the regulations of the Faculty of Engineering are clear and unequivocal. 2... The Association maintains that in the present case there were several instances of deviations from acceptable practice.

In particular, the Association maintains that

— Such tests as are imposed upon candidates must be equitably applied. It is unfair to apply some tests to some candidates, and other more stringent tests to others, as has

occurred in the present case.

— Such tests that are applied must be conducted in

— Such tests that are applied must be conducted in accordance with university and faculty regulations. The results of an improperly conducted evaluation of teaching should not have been entertained in the present case...

— The Chair of an Advisory Appointments Committee is not empowered to conduct private tests of candidates witbout the authority of the Appointments Committee. Nor is the Chair empowered to conduct further tests once the Appointments Committee has pronounced its opinion with respect to the candidates.

— In reaching a final decision an Appointment Committee should vote either by a show of hands or by secret ballot immediately after deliberatine and before adjourning its

immediately after deliberating and before adjourning its meeting.

-Due process requires that if information damaging to a candidate is introduced then that information should be controduced to the entire committee prior to the conclusions of its deliberations. Also the candidate ought to be provided with the opportunity to make full answer to that material. In this regard, we believe that written information was improperly circulated to the committee following the conclusion of its June meeting."

The Association also indicated that it was opposed to the

reconvening of the Appointment Committee.
We agree with the above statements by the University of Calgary Faculty Association and believe that the Special Committee failed to address all the issues raised in this case and did little to resolve the question of fairness and natural

On Dec 17, 1987, the Board of Governors turned down Dr.

On Dec 17, 1987, the Board of Governors turned down Dr. Vinogradow's appeal.

In March 1989, the University of Calgary Faculty
Association represented by its President, G. Fritz, appealed to the General Faculties Council that it examine the fairness of the appointment procedures followed in the Vinogradow case (TUCFA' Response to the Draft Report of the CAUT Committee of Inquiry, ref. 42). Fritz pointed out that the Vinogradow complaint had not been examined by any internal academic committee, and said that the "General Faculties Council had a legal and moral obligation to examine the matter to determine if the procedures followed were fair or not." The General Faculties Council turned down this appeal. down this appeal.

down this appeal. Finally, we would like to express our disappointment with the behaviour of the administration of the University of Calgary. Throughout this matter, they seem to have consistently supported the decision of Dr. Loov. At no time did they put the question of unfair treatment before any university body or committee. The University of Calgary Faculty Association attempted to facilitate resolution of the dispute between the two sides but seems to have met with little response. The administration did not seem to consider

### COMMITTEE OF INQUIRY REPORT

using them as a helpful third party in resolving the matter. This is very disappointing as it contradicts the very concept of a collegial university system.

At one point, the lawyers for the university argued that the University had no requirement to act fairly in appointment matters (Brief of Counsel for the University of Calgary et al, ref.8, pp.9,10). In a second instance, the University lawyers argued that Article B5 in the Engineering Faculty Manual governing appointment procedures had no legal status even though it had been the past and usual practice in the Faculty (Submission of the Faculty Association to the Special Committee of the Board of Governors, ref.19, p.5). If attitudes of this kind actually represent the thinking of the administration, it seems to us that it is going to need a change in attitude to come to any satisfactory way of dealing with problems such as this that may arise in the future.

During our visit to the University, only one member of the Geotechnical Appointment Advisory Committee and no members of the Administration would discuss the Vinogradov matter with us. It is unfortunate that university members felt constrained in discussing a case such as this with independent academics.

with independent academics.

In accordance with the Policy Statement on CAUT In accordance with the Policy Statement on CAUT
Investigational Procedures our first draft of this report was
circulated to the parties "to supply corrections of any errors
of fact and ... comment upon the conclusions reached." The
University's response to the opportunity for comment and
correction was disappointing. After making some legalistic
objections to the CAUT Committee of Inquiry the lawyers
threatened both CAUT and its Committee of Inquiry as
follows (Response of Bennett Jones Verchere to the Draft
Report of the CAUT Committee of Inquiry, ref.41):
"In the circumstances therefore, if CAUT and its Committee
members persist in publishing the report in its present form,
our client will look to them for all damages sustained by the

our client will look to them for all damages sustained by the University as a result of the publication including all damages for defamation of character."

We conclude that Dr. Vinogradov was treated unfairly in the appointment procedure and was denied natural justice.
The unfair treatment of Dr. Vinogradov was
1. An excessive teaching load while she was an NSERC

renow.

2. A casually conducted teaching survey the results of which were used against Dr. Vinogradov improperly in her appointment application procedure.

3. Unusual procedures before and in the June meeting of the Geotechnical Appointment Advisory Committee.

4. An inappropriate voting procedure after the June 1985 meeting of the appointment committee.

meeting of the appointment committee.

5. An inadequate investigation of Dr. Vinogradov's complaint to the Board of Governors.

Terms of Reference for the Committee of Inquiry into the circumstances surrounding the decision not to appoint Dr. Aleksandra Vinogradow in the Department of Civil Engineering at the University of Calgary

The Committee of Inquiry was asked:

To inquire into the sequence of events which culminated in Dr. Vinogradov not being appointed in 1985 to a position in Civil Engineering and, in particular, in light of CAUT policies and the practices then in force at the University of

Calgary and at other Canadian universities to determine whether

whether
a) the procedures were regular
b) the procedures were fair and provide natural justice.
2. To determine whether the decision reached was fair an

of Calgary
to deal with the dispute relating to Dr. Vinogradov's
appointment difficulties and whether those procedures were adequate and provided a reasonable mechanism for the resolution of that dispute.

resolution of that uspure.

4. If appropriate, to make confidential recommendations to the Academic Freedom and Tenure Committee on what resolution of the dispute would be appropriate in the circumstances and what changes, if any, are required in the University of Calgary procedures.

Appendix 2
List of documents provided to the CAUT Committee of Inquiry (Aleksandra Vinogradov)

-8 May 1985 — Letter from Vinogradov to TUCFA Grievance Committee
2. -4 November 1985 — Statement of Claim, Vinogradov and

University of Calgary

3. – 28 November 1985 — Notice of Motion, Vinogradov and

University of Calgary

Linewisty of Calgary

5. – 8 January 1986 — Grassick Affidavit, Vinogradov and University of Calgary
6. – 9 January 1986 — Notice of Motion, Vinogradov and University of Calgary
7. –31 January 1986 — Cammaert Affidavit, Vinogradov and University of Calgary
8. – 3 February 1986 — Brief of Counsel for Defendants, Vinogradov and University of Calgary
9. – 8 April 1986 — Letter from Grassick to Sim attaching Loov Affidavit of 26 March 1986
10. – 22 May 1986 — Reasons for Judgment of the Honourable Mr. Justice Lutz, Vinogradov and University of Calgary
11. – 9 October 1986 — Order from Court of Appeal of Alberta staying the Order of Justice A.M. Lutz, Vinogradov and University of Calgary

Alberta staying the Order of Justice A.M. Lutz, Vinogradov and University of Calgary 12. – 23 October 1986 — Vinogradov Affidavit, Vinogradov and University of Calgary 13. – November 1986 — Factum of the Appellants, Court of Appeal, Vinogradov and University of Calgary 14. –17 December 1986 — Letter from Fritz to Thompson attaching Grassick Affidavit, Court of Appeal 15. – 31 December 1986 — Memo from J. Lo, Human Rights Officer, Alberta Human Rights Commission, to P.S. Gundara re. Vinogradov and University of Calgary

Officer, Alberta Human Rights Commission, to P.S. Gundara, re. Vinogradov and University of Calgary 16.—Il February 1987 — Memorandum of Judgment, Court of Appeal, Vinogradov and University of Calgary 17.—7 July 1987 — Letter from Malik to Bruton 18.—21, 26, 27 October 1987 — Correspondence between MacKimmie Matthews (Special Committee) and Bryan Mahoney (Vinogradov's solicitor)
19.—16 November 1987 — Submission of TUCFA to Special Committee.

20. - 16 November 1987 — Submission of Vinogradov to

20. – 16 November 1987 — Submission of Vinogradov to Special Committee 21. – 17 December 1987 — Letter from Board of Governors to Vinogradov re: Report of Special Committee 22. – I January 1988 — Open letter from Vinogradov to Chairman of Board of Governors 23. – 6 June 1988 — Vinogradov Affidavii, Court of Queen's Bench, Vinogradov and University of Calgary 24. – 7 June 1988 — Originating Notice of Motion, Court of Queen's Bench, Vinogradov and University of Calgary; re: Snecial Committee Special Committee

25. – 20 July 1988 — Judgment of E.W.N. MacDonald,

25. – 20 July 1988 — Judgment of E.W.N. MacDonald, Chairman, Board of Inquiry, Individual's Rights Protection Act, Vinogradov and University of Calgary 26. – 16 August 1988 — Originating Notice, Court of Queen's Beneh, Alberta Human Rigbts Commission and University of Calgary, Loov, Vinogradov 27. – 15 August 1988 — Originating Notice of Motion, Court of Queen's Bench, Vinogradov and Alberta Human Rights Commission, University of Calgary, Loov 28. – 2 November 1988 — Letter from Vinogradov to King attaching material related to Special Committee 29. – Undated — Brief of the Appellant, Court of Queen's Bench, Vinogradov and University of Calgary, Loov, Human Rights Commission

Rights Commission 30. –30 November 1988 –

- Letter from Vinogradov to Smith

30. – 30 November 1988 — Letter from Vinogradov to Smattaching article for Bulletin
31. – 3 January 1989 — Two letters from Savage to Curtis
32. – 4 January 1989 — Letter from Fritz to Andrews re:
General Faculties Council proposal
33. – 5 January 1989 — Letter from Curtis to Savage
34. – 9 January 1989 — Letter from Vinogradov to Snow
35. – 13 March 1989 — Letter from Fritz to Andrews

35.—13 March 1989 — Letter from Fritz to Andrews
36.—3 April 1989 — Letter from Vinogradov to Snow
attaching a number of documents, including the minutes of
the General Faculties Council re: TUCFA proposal
37.—4 July 1989 — Letter from Cahoon to Andrews
38.—12 April 1990 — Factum of Vinogradov, Court of
Appeal of Alberta
39.—24 September 1990 — Vinogradov Response to Draft
Papert

Report 40. – 24 September 1990 — Romney Response to Draft

Report 41. – 26 October 1990 — Bennett Jones Vercbere Response

41. –20 October 1990 — Bennett Johes Vercecte Response to Draft Report 42. –29 October 1990 — TUCFA Response to Draft Report of CAUT Committee of Inquiry 43. –31 October 1990 — Fraser Response to Draft Report 44. –6 November 1990 — Additional Fraser Response to

45. - 8 November 1990 — Letter from Snow to Bennett Jones

Verchere 46. – 14 November 1990 — Additional Vinogradov Response

to Draft Report 47. – 15 November 1990 — Additional TUCFA Response to

Draft Report
48. – 19 November 1990 — Additional Vinogradov Response to Draft Report 49. – 3 December 1990 — CAUT Response to Draft Report

## Responses to the Committee of Inquiry Report

The University of Calgary Response to the

Committee of Inquiry Report
This response is written as a result of the opportunity
provided by Mr. Howard Snow, Secretary, CAUT Academic
Freedom and Tenure Committee.

CAUT has established committees of inquiry to inquire into situations which are allegedly unfair, to seek a remedy for the individual(s) involved, and to make recommendations regarding changes. In my response let me address these

three issues.

The report of the CAUT Committee of Inquiry The report of the CAUT Committee of Inquiry—
Vinogradow is inaccurate, its assembly of information
selective, and its conclusions unjustified. The report has
unfairly criticized the conduct of administrators and
governors at The University of Calgary. After seven years of
litigation initiated by Dr. Vinogradow, the fairness of the
procedures used in the hiring process have been examined
extensively in a wariety of investigations, hearings, and court
actions. All have upheld the procedures as being fair, and the University and Dr. Loov, former department head, have been exonerated.

The most extensive hearing about the fairness of the The most extensive hearing about the fairness of the procedures used and whether or not discrimination on the basis of gender occurred was that of the Human Rights Board of Inquiry held before Mr. E.W.N. MacDonald, Q.C. The hearing took 30 days with approximately 280 exhibits being entered and 40 witnesses, including all the faculty members involved and Dr. Vinogradov testifying under oath. Mr. MacDonald held that there were legitimate reasons that Dr. Vinogradov was not granted the appointment and that the actions of the University were fair and reasonable. Dr. Vinogradov has sought leave to appeal at every level but ultimately even the Supreme Court of Canada rejected her

application.
In terms of remedy for the individual, the following facts

sbould be noted. Dr. Aleksandra Vinogradov continues to hold an adjunct position in the Faculty of Engineering at The University of Calgary which enables her to continue ber University of Calgary which enables her to continue ber research. An assistant professor position was advertised recently within an appropriate Engineering department but Dr. Vinogradov did not apply. The University of Calgary, like most Canadian universities, is attempting to create a facilitative, positive working environment for all faculty, staff and students. Since 1984, The University of Calgary has implemented a variety of policies and procedures to facilitate an equitable

environment for women:

- appointment of an Advisor to the President on Women's Issues,

— establishment of an Employment Equity Office and

— establishment of an Employment Equity Office and Program which has garnered praise for its thorough report and innovative approaches,

— appointment of a Sexual Harassment Advisor,

— development of a minor in Women's Studies,

— development of a handbook to guide the appointment process which includes a procedural review checklist, and

— alteration in the selection process to include a member who represents the Vice-President (Academic) as a monitor

to ensure fair process.

Of necessity, this is a very brief summary and members of Of necessity, this is a very brief summary and members of CAUT may wish to review a more comprehensive review contained in two reports made recently by the University of Calgary Status of Women Committee about our progress in implementing recommendations about the status of women and new recommendations that require further action. The percentage of newly hired professors who are female has been steadily increasing.

Thus, it recovers that the divise usual requirements of a

Thus it appears that the three usual requirements of a CAUT Committee of Inquiry have been met:
— several internal and external hearings have concluded that

the procedures used were fair,
— an individual remedy has been available, and
— many procedural changes have been implemented to
improve the situation.

improve the situation. The University of Calgary regrets the publication of this Report of Inquiry because:

1. the conclusions in the report are drawn on erroneous data and are completely opposite to the findings of fairness in all other investigations and bearings, and

2. The University of Calgary has taken steps to improve the appointment process and is undertaking serious efforts to maintain and enhance an equitable educational environment for women who are faculty, staff, and students.

Vice-President (Academic)

Response to the Committee of Inquiry Report by Aleksandra Vinogradov

by Áleksandra Vinogradov

This response bas been prepared following an invitation of the Academic Freedom and Tenure Committee to comment on the report of the CAUT Committee of Inquiry. I intend to offer a few remarks.

The task before the CAUT Committee of Inquiry has been enormous. The inquiry has dealt with a protracted history of events and a large volume of related documents. In addition, the committee has overcome many obstacles. It is remarkable that under such conditions the committee has been successful in moduleing a commerchansive, clear and been successful in producing a comprehensive, clear and concise report

The report illuminated not only the events but also the attitudes behind the problem. It reflects upon the lack of cooperation encountered by the Committee of Inquiry, the refusal of the administration to discuss the case and the administration's perception of the committee members as "interfering outsiders whose aim was to tarnish the

## COMMITTEE OF INOUIRY REPORT

reputation of the University." The committee is highly critical regarding the methods used by the U of C

reputation of the University." The committee is highly critical regarding the methods used by the U of C administration to discourage the publication of the report. The report also outlines the role of the University of Calgary Faculty Association (TUCFA). Initially, TUCFA was genuinely concerned with the violations of the appointment procedure. At that stage, TUCFA attempted many times to restore fairness and resolve the dispute internally. However, as the position of the U of C administration regarding the dispute has crystallized, the executive of TUCFA has adopted an increasingly conservative attitude. A small group of TUCFA officers has made consistent efforts to stall and mislead the CAUT inquiry. The actions of this group have been termed by the TUCFA president as "damage control to the University." The report provides some examples of the tactics used by the administration to defend its position in the courts. It is solely these tactics and not the merits of the case that has allowed the lawyers for the university to achieve a legal "victory" and has led the U of C president to state publicly that the court "vindicates the position the university has taken all along on this matter."

Curreply, the administration elements of the case that in the current of the current in the current of the current of the case that the court.

witchy and has etc the O or pressuent os state products that the court "vindicates the position the university has taken all along on this matter."

Currently, the administration claims certain progress in terms of modifying the appointment procedures and taking steps to improve the status of women. The facts, however, speak to the contrary. A review by TUCFA president published in the June 1991 issue of TUCFA Newsletter shows that the percentage of full-time female academic staff in many faculties has decreased since 1986. The climate on campus is described by the newsletter as follows:

"A made bias permeates decisions about how, where and when positions or advertised, and the nature of these advertisements. The inappropriate "model" for recrnitment is based on and "old boy network" of contacts, schools and programs. The bias is further compounded by decisions about who does the recrniting and who conducts recrnitinent interviews. The nature of the interview process, the questions and format of the interviews, the decisions about how applicants are screened, and the criteria used to evaluate them, all tend to be audrocentric, although mader the guise of "professional" or "normal." the guise of "professional" or "normal."

The report states that the administration "...is going to need

a change in attitude to come to any satisfactory way of dealing with problems such as this that may arise in the future." At this point, with a great deal of pain I observe that old attitudes prevail, the problem persists and requires a

The Role of The University of Calgary Faculty Association in the Case of Dr. Aleksandra Vinogradov October 24, 1991

Response of the Association to the Committee of

Response of the Association to the Committee of Inquiry Report

The CAUT Terms of Reference for the Committee of Inquiry established two significant mandates—the investigation of the specific allegations in the case being investigated and the evaluation of the policies and practices in place at the university at the time the case arose. Having completed its investigation, the Committee of Inquiry was then required to make a finding with respect to the specifics of the complaint and the context in which it occurred. Regarding the findings of the Committee of Inquiry on Dr. Vinogradov, the Association wished to provide the following response.

response.

The University of Calgary Faculty Association has been involved in the Vinogradov case since its inception, although Dr. Vinogradov was not a member of the association at the time she applied for a position in the Department of Civil Engineering. The Association could not represent her formally in any of her efforts to obtain an appointment because we are excluded from involvement in appointment procedures by virtue of the Universities Act of Alberta which grants such responsibility to the General Faculties Council (in Alberta, the equivalent of the University Senate). Nor has the Association taken a notition as to the suitability of

(in Alberta, the equivalent of the University Senate). Nor has the Association taken a position as to the suitability of the eandidate for employment.

We have, however, since 1984, acting on the advice of three successive grievance chairs, used our good offices to assist in the internal resolution of the conflict. For over seven years, we have met with various university administrators in attempts to facilitate a settlement of the controversy within the university. We have publicly stated our objections to the hiring procedures followed in many forums, and in November 1987 we outlined these objections to a special Committee of the Board of Governors, urging them to deal with the issue of fairness. In March 1989, the Association appealed to the General Faculties Council to establish a special academic committee to investigate the case of Dr. special academic committee to investigate the case of Dr. Vinogradov, but although our motion generated considerable debate, the final vote went against it. Some members of the Association executive also made submissions to the Alberta Human Rights Commission supporting Dr. Vinograde allegations of unfairness

allegations of unfairness.

In addition, several informational articles appeared in the Faculty Association Newsletter, (eg. ongoing information regarding her trust fund), and we held an Information Meeting at the request of a number of Association members. The Association also intervened in the Appeal of the ruling of Justice Lutz in so far as the University's appeal sought to prevent any member of the academic staff from having access to the Courts to seek redress from any university action.

In October 1987, the Alberta Human Rights Commission Board of Inquiry issued an order to the President of the University to produce a variety of personnel documents relating to six faculty members in the Department of Civil

Engineering. The order demanded the production of Department Head's annual assessment forms since 1980, the individual's Annual Reports to the President since 1980 and the most recent CV's of the six professors. The subpoena was issued pursuant to a request filed on behalf of Dr. Vinogradov in relation to her complaint against the University. The view of the Association was that confidential personnel records of its members ought not to be subject to public scrutiny in the Courts. An agreement was achieved with the Board which granted Dr. Vinogradov and her counsel the information they required while protecting the confidentiality of the documents.

The Association supported the CAUT Executives recommendation not to intervene in Dr. Vinogradov's appeal to the Supreme Court in May 1990 during the time of its Committee of Inquiry investigation. In spite of CAUT Council's rejection of this recommendation, we continued to provide information and assistance to the Committee of Inquiry investigation.

Inquiry investigation.

Throughout these seven years, the Association's efforts have been severely hampered by the fact that Dr. Vinogradov was simultaneously seeking resolution through the courts, normally the final recourse when internal collegial processes have failed to bring the desired outcome. In this case, the matter was taken to the courts early, and thus academic and collegial taken to the courts early, and thus academic and collegial processes were precepted. The futility of an academic approach toward a remedy in the face of on-going legal proceedings was brought home during the debate we initiated in General Faculties Council. Our request was overwhelmingly defeated because members of faculty felt resigned to a legal remedy that would supersede any academically determined resolution. The strong consensus of the meeting was that only the courts could provide a final remedy.

Confusion also arose as a result of different issues being addressed by different investigative bodies: questions of discrimination on the grounds of gender, discrimination on the basis of eithic origin; questions of the irregularity of

discrimination on the grounds of gender, discrimination on the basis of ethnic origin; questions of the irregularity of procedures, questions of exceeding authority, questions of fairness and due process, and questions regarding the reasonableness and appropriateness of the decision. The conclusion of the 1988 Status of Women's Conference that the actions of the University of Calgary demonstrated obvious institutional discrimination, and the wide publicity this decision received, prompted the AF&T to establish its

Committee of Inquiry.

Confusion seemed to extend to the AF&T's Committee of Inquiry whose delay in acting on Dr. Vinogradov's complaint reflected its uncertainty over how best to deal with the complaint, whether this would indicate a need to review the

complaint, whether this would indicate a need to review the policies and practices of The University of Calgary, if they were found to be discriminatory.

The confusion is further exemplified in the terms of reference and actions of the Committee of Inquiry. Rather than focusing on allegations of institutional discrimination outlined in Dr. Vinogradov's complaint, the committee's terms of reference included the charge to look at the academic merits of the case, the reasons for the decision, and the appropriateness of the decision. None of these matters is actually addressed in the report. The Faculty Association has also expressed its concern about the independence of the Committee to the CAUT executive; delays in visiting the campus, visits on short notice at a time when many relevant faculty were away, reference only to legal decisions which campus, visis on short toutice at a fine which many relevant faculty were away, reference only to legal decisions which supported Vinogradov's concerns and omissions of those that did not, and CAUT's application for intervenor status in the Supreme Court case all cast doubt on the balance and

objectivity of the inquiry process.

It is genuinely regretable that the extensive and protracted efforts of both CAUT and the Faculty Association have been unable to resolve this complex situation satisfactorily for Dr. Vinogradov. The desired remedy, an offer of employment by The University of Calgary, is not within the power of CAUT or the Association to impose. Under the Universities Act, the Board of Governors can only hire academic staff on the recommendation of the President who must receive recommendation from the Dean. Thus the remedy sought by

AF&T violates the Universities Act and is seen as intruding on the academic freedom of the institution.

Dr. Vinogradov has, however, continued to hold an Adjunct Appointment at the University of Calgary which has been renewed twice since her legal action and has been allowed to supervise a graduate student and continue her research. A wall at the arrigin of CALIT, the Association

been renewed twice since her legal action and has been allowed to supervise a graduate student and continue her research. As well, at the urging of CAUT, the Association did secure a promise from the President of the University that any application from Dr. Vinogradov for a currently advertised position in the Department of Mechanical Engineering would be considered earefully, fairly and in accordance with the policies and procedures currently in place for appointments (procedures which have been significantly modified since her first application).

With regard to the second aspect of the mandate of the Committee of Inquiry (a review and analysis of the policies and practices in place in the institution at the time of the complaint to ascertain whether they were the cause of the complaint, the Report finds that the procedures were unfair. Implicit in such a finding is an identification of those policies and procedures which are in need of correction to prevent a recurrence of the events under investigation. The Committee of Inquiry has not made specific recommendations for any changes in these policies. In particular, they have not commented upon the significant changes and improvements in current policies with regard to the matters under study in the Vinogradov case.

Of long term value are changes the Association and the Administration have worked together to make since the Association's initial involvement in the case, changes to improve opportunities for women at the University and

improve opportunities for women at the University and

changes to make the selection processes used by the various

changes to make the selection processes used by the various selection committees fair to all.

The Association has taken a variety of actions over the past number of years to work towards the improvement of the campus environment. These actions include the following:

Actions Initiated by the Faculty Association

Actions initiated by the Faculty Association

1. The negotiation of an agreement to appoint a third party observer from outside the department or faculty to all selection committees the observer's responsibility is to attest to the fairness and equity of the selection procedures.

2. The negotiation of a parental leave clause which allows

for child care sharing and/or extended part-time maternity leave.

maternity leave.

3. The negotiation of a policy for continuing part-time appointments which allows for tenured part-time appointments and job sharing.

4. The negotiation of policy for continuing part-time appointments which will include protection of appointment, benefit and pension support and the establishment of priorities for the conversion of part-time positions.

5. The negotiation of the extensions of part-time sessional instructor contracts to include time for initial course preparation and grading time as required.

preparation and grading time as required.

(Note: over 80 per cent of part-time sessionals holding continuous appointments are female.)

Actions Initiated by the Administration
6. The development and support of a Women's Studies

Support for the establishment of a Gender Institute.
The appointment of an Advisor to the President on Women's Issues.

9. The establishment of an Employment Equity Office

The appointment of a Sexual Harassment Officer responsible for investigating allegations of sexual harassment as well as to undertake campus-wide education on sexual harassment.

The development of a selection procedure checklist and policy manual for all departmental and faculty selection committees which requires gender awareness and indications of efforts of the committee to solicit

applications from women and minorities.
The appointment of women as Vice-President
(Academic), Associate Vice President (Student Affairs),
Assistant Vice President (Finance), and as Deans in two

13. The implementation of a Dual Career Employment Assistance Programme which seeks to help the spouses of new faculty members identify and secure a suitable career

Collaborative Administrative and Faculty Association Actions
14. The establishment of a Presidential Committee on Sexual
Harassment and the development of a strong and
enlightened sexual harassment policy and guidelines.
15. The elimination of some traditionally discriminatory
appointment policies, such as those which prohibit the
university from hiring its own graduates, or from
appointing spouses to the same departments and
prohibiting them from holding administrative
responsibilities. responsibilities.

As a result, the situation at the University of Calgary has changed dramatically since Dr. Vinogradov made her application for a position in Geotechnical Engineering in the fall of 1984. While these changes have not been addressed to obtaining a personal remedy for Dr. Vinogradov, they go a long way towards changing the climate of the institution. In the coming months, we trust that our colleagues across Canada will not lose sight of these positive advances.

Addending
The response of the University of Calgary Faculty
Association to the Report of the CAUT Committee of
Inquiry into the case of Dr. Aleksandra Vinogradov contains
two statements which may create some misunderstanding of the role played hy the Academic Freedom & Tenure

the role played by the Academic Freedom & Lenure Committee.

The first of these concerns the circumstances surrounding the establishment of the Committee of Inquiry by the AF&T Committee which TUCFA says was prompted by the conclusion of the 1983 Status of Women Conference held in October. The AF&T Committee decided to establish a Committee of Inquiry in April 1989, and this was after the General Faculties Council at the University of Calgary had signed to held an investigation into the gase. While the General Faculties Council at the University of Calgary had refused to hold an investigation into the case. While the Committee of Inquiry was established after the Status of Women Conference it was not, in my view, prompted by it. Secondly, with respect to resolving the case, TUCFA says that the AF&T Committee has sought as the remedy an offer of employment at the University of Calgary for Dr. Vinogradov. I made two visits to the University of Calgary to attempt to explore posible avenues of remedy which might produce a resolution, in December of 1990 accompanied by Howard Snow, and in June of 1991 accompanied by Donald Savage. While I do not doubt that an offer of employment to Dr. Vinogradov would probably resolve the matter, on either occasion was this sought as the remedy. The AF&T Committee believes that fair treatment of her candidacy might lead to an offer of employment. If TUCFA simply accepts that any fair treatment in effect means an offer of employment than 1 have no difficulty, but stated as it is 1 believe the comment may mislead. is I believe the comment may mislead.

Alan Andrews Person chairing AF&T Committee, 1988/91

## CLASSIFIEDS/ANNONCES CLASSÉES

### **CAUT/ACPU BULLETIN**

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

Reception ges demades avant le au ou mois de publication. L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation femiliale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches poliques générales. L'ACPU s'attend a ca que tous les postes announcées dans le Bulletin scient afferts aux hommes et aux femmes. Les annonces utilisant un language sexisie ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Lincomba à l'âtablissement qui s'intention de faite paratire une en annonce restrictive de lournir à la rédactrice du Bulletin une déclaration énoncant ces raisons.

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As a service to CAUT members interested in positions available in As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Sule 500, 1012 ~ 14th. St. N.W., Washington, DC 20005; fel: 202-737-5900.

Le Bulletin accepte les offres d'emploi à l'extérieur du Caneda à litre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut vairer d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vénifier la situation de la liberté universitaire dans les universités étrangéres. Deux lois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements suppémentaires sur ces censures, prôter d'écrire à l'AAUP, suile 500, 1012 14th. St. N.W., Washington, DC 20005; tél (202) 737-5900.

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THE UNIVERSITY OF BRITISH
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Immigration requirements, this advertisement is directed to Canadian citizens and permenent residents of Canadian citizens and permenent residents of Canadia. Candidates are requested to forward a latter of dates are requested to forward a latter addresses of three retainers whom the search committee may contact) and addresses of three retainers whom the search committee for Director of Chair, Sasach Committee for Director of Dential Hygiente Baccalaureate Degree and Dental Sciences, Faculty of Dentistry, The University of British Columbia, 2199 Wesbrook Mall, Vancouver, 8 E. Vet 120, 19 (pp.) 822-829.

### DRAMA

UNIVERSITY OF SASKATCHEWAN The Department of Orama at the Univer-sity of Saskatchewan invites applications to fill a tenure-track position as an Acting Teacher. The appointment is at the ranh Ol Assistant Professor and takes effec sty of Saskalchewan invites applications to file tensur-track position as an Acting Interest position as an Acting Interest processor and takes effect of Assistant Professor and takes effect of Assistant Professor and takes effect about to expand the second of Assistant Professor and takes effect and the second of Assistant Professor and takes effect and the second of Assistant Professor and takes and the second of Assistant Professor and Tensure and the second of Assistant Professor and Tensure and Tensu

### **ECONOMICS**

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ting the considerates are especially present pages to apply. Smoking at Brock Linversity is stickly controlled. ROCK LINVERSITY: The Opportment of the Controlled Con

### SIMON FRASER UNIVERSITY **Endowed Chair in Liberal Studies**

The Graduate Liberal Studies Program at Simon Fraser University invites applications and nominations for the Jennifer Allen Simons Chair in Liberal Studies. Primary dutes of the position will be to teach and provide intellectual leadership within the recently implemented Graduate Liberal Studies Program at the University Starbour Centre campus in downtown Vancouver. This program offers liberal education, leading to a Master's degree, to a diverse group of mature students. The Chair will be expected to participate in the development of the downtown campus as a centre for liberal learning. The incumbent may also expect opportunities for collegial exchange and some graduate teaching in an appropriate department of the University.

Candidates should have a distinguished record of research and publication and may be from any academic field. A broad cross-disciplinary interest in liberal education is escential. The individual appointed will have a strong record in teaching, including graduate supervision, and an interest in engaging non-specialist audiences in reflective thought.

The appointment will be made at the level of full professor and wilf commence in September 1992, subject to budgetary approval. Remuneration will be commensurate with other distinguished thought at the University. Expressions of interest are also invited from individuals who may be available only after 1992, or from individuals who might assume the position on a visiting basis.

In accordance with immigration requirements, this advertisement is directed toward persons eligible for employment in Canada at the time of application. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

Applications and nominations should be submitted no later than January 15, 1992 to: Dr. Evan Alderson, Director, Gradaate Liberal Studies Program, Simon Frace University at Harboar Centre, 515 West Hastings St., Vancoaver, B.C. V6B SK3.

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### 84 DIRECTOR OF FIRST NATIONS LAW PROGRAM

A tenure-track position is evallable at the Faculty of Law, commencing July 1, 1992, subject to final budgelary approval, for a Director of the First Nations Law Program. For many years the Faculty of Law has stracted sighter can funders of First Nations students, with 37 currently enrolled in the LLB. program. As well, the Faculty is known for its teaching and research on First Nations issues.

The Director will have academic and leaching (partis) load) responsibilities in the Recutly, as well as responsibilities in recruitment and support of First Nations students, development of First Nations hav programs and curricu-tum in the Faculty, and ilaison and program development with First Nations communities and organizatione outsida the University. Candides should have experience with First Nations communities, organizations and issues, as well as knowledge and understanding of First Nations cultures. Prafer-ence will be given to First Nations candidates.

Salary and rank for the position are commensurate with qualifications and experience.

Applications and curriculum vilae should be forwarded no leter than November 30, 1991 to Protessor Joel Beken, Secretary, Appointments Committee, Faculty of Law, University of Brillish Columbia, 1822 East Mail, Vencouver, a.C. VoT 121; Fax 82240105

The University of Brilish Columbia encourages qualified women and minority applicants.



### 140

The University of Manitoba Faculty of Management SMALL BUSINESS MANAGEMENT /ENTREPRENEURSHIP

Applications are invited for an Assistant/Associate Professor position with a principal Interest in Entrepreneurship and Small Business Management. The position is located within the Department of Marketing. The appointment is expected to commence July 1, 1992 or other mutually agreeable time.

The successful candidate is expected to play a lead role in furthering teaching, research and community oriented activities in this field. They will also serve as the Director of a recently established, privately funded Centre for Entrepreneurship. A Ph.D. degree in this field or closely related discipline is required along with a soll record of research and scholarship. An external orientation as well as the ability to relate well to business and government are essential components of the position.

The department has eight full-time faculty members and offers a major or pattern of studies in this area at the present time.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, abortiginal people, and persons with disabilities. The University offers a smoke free work environment, save for specially designated areas. In accordance with Canadian immigration requirements priority consideration will be given to Canadian citizens and permanent residents.

Applications will be received until the position is filled and should be sent to: Dr. W.S. Good, Acting Head, Depart-ment of Marketing, University of Manitoba, Winnipeg, Menitoba R3T 2N2.



The University of Manitoba Faculty of Management

DEPARTMENT OF MARKETING

Applications are invited for a tenure track position in the Department of Marketing, Candidates should have completed or be nearly completed a Ph.D. or D.B.A. program and have a serious interest in research. Salary and rank will be commensurate with the qualifications and experience of the successful candidate and will be very competitive.

The Department has eight full-time faculty members and participates in the B.Comm and M.B.A. programs of the Faculty. A Ph.D. program has been approved. The successful candidate will be expected to play an important role in the implementation of this program. The Department also houses a Centre for International Business Studies and a Centre for Entrepreneurship, each of which provide opportunities for research and community involvement. community involvement.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke free work environment, save for specially designated areas. In accordance with Canadian Immigration requirements priority consideration will be given to Canadian citizens and permanent residents.

Applications will be received until the position is filled and should be sent to Dr. W.S. Good, Acting Head, Depertment of Marketing, University of Manitobe, Winnipeg, Manitobe R37 2N2.

### **London Regional Cancer Centre** MEDICAL CO-ORDINATOR, CLINICAL RESEARCH PROGRAMME ONTARIO, CANADA

Applications are invited for the position of Medical Co-ordinator, Clinical Research Programme at the London Replonal Cancer Centre (LRCC) of the Ontario Cancer Treatment and Research Foundation (OCTRF). The LRCC, which serves a population of 1.4 million people in Southwestern Ontario, relocated to a custom-bulli facility in the Spring of 1988. The Clinical Research Programme is supported by the Department of Clinical Studies which has full and part-time staff totalling 11.5 FTE, and day-to-day operations are supervised by e menager. Approximately 450 pls/year are entered onto prospective clinical trials.

Applicants may be medical or radiation oncologists who will combine the responsibilities of this position with clinical practice in their specially. Preference will be given to candidates with e higher degree in Epidemiology and Biostatistics (at least M.Sc), and/or extensive published experience as e principal investigator for collaborative clinical triats, ideally this experience should justify an initial appointment as Associate Professor, full-time, University of Western Ontario.

or western Untario.

Applicants should heve, or be eligible to sit, the tellowahip in intemal Medicine, or Radiation Oncology (FRCP (CI), and Medicine,
Oncologists should have recognized telloring in Medical Oncology as set out by the Royal College of Physicians and Surgeons
of Canada. The remuneration and conditions of service will be according to the guidelines of the OCTRF, based on experience. The
OCTRF is an equal opportunity, effirmative action employer, but
is directed by Canadian timinigration authorities to stete the
"preference will be given to Canadian cilizens and permanent residents of Canada."

Applications with the names of three contemporary referees should be sent by Occember 15th, 1991 to:



Dr. Leaile Levin
Vice-President OCTRF, CEO LRCC
The London Regional Cancer Centre
790 Commissioners Road, East
London, Ontario
N6A 4L6 140



The University of Manitoba COORDINATOR HIGHER EDUCATION DEVELOPMENT UNIT UNIVERSITY OF BOTSWANA

DEVELOPMENT UNIT UNIVERSITY OF BOTSWANA

The University of Botswana in co-operation with the University of Manitoba (UB-UM bilateral project) are inviting applications from sultably qualified Canadian citizens and landed immigrants for the senior academic position of Coordinator of the Higher Education Development Unit at the University of Botswane. Commencing July 1, 1992, the appointment will be for an initial period of two years and may be renewed. Salary will be commensurate with experience and qualifications. Travel to and from Botswana, subsidized medical insurance, housing assistance, and other allowances and benefits are available.

The successful applicant will be prepared to teach a wide range of subjects in the curriculum of the Department of Education, and will be expected to promote the development of academic, senior administrative experience, and currently hold a position as Associate Professor or senior Lecturer at a University or comparable institution. A strong research and publications are consulted in the propersion of t

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### ENGINEERING

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RYERSON POLYTECHNICAL INSTITUTE: The Department of Civil Engineering is seeking 15 the time of the comment of the

ROYAL MILITARY COLLEGE OF CANADA Department of Civil Enginement of



Le plus grand établissement universitaire de formation d'ingénieurs au Canada

## **Chaire industrielle** sur l'eau potable Département de génie civil

L'École Polytechnique de Montréal est à la recherche de candidat(e)s et de mises en candidature au poste, de professeur(e)-chercheur(euse) industriel(le) (litulaire) pour une chaire industrielle sur l'eau potable. Cette chaire, avec un financement conjoint du Conseil de recherches en sciences naturelles et en génie du Canada (CRSNG), de la Ville de Montréal, de la Ville de Laval, de la Compagnie Gendron Lefebvre, de la Compagnie Gendron Lefebvre, de la Compagnie Générale des Eaux (France) et de la Compagnie John Meunier inc., a obtenu l'approbation de principe du CRSNG en juin 1991.

Les candidat(e)s doivent être des ehercheur(euse)s de stature internationale dans le domaine du traitement des eaux potables; certains des axes d'intérêt particulier sont les traitements biologiques, lest echniques d'oxydation, les nouveaux procédés de traitement comme la filtration sur membranes et l'ozoflotation, ou les procédés de traitement pour usines de faible capacité. Ils(elles) devront pouvoir apporter des contributions substantielles dans le cadre de la direction de mémoires ou de thèses d'étudiant(e)s de maîtrise ou de doctorat au Département de génie civil, Section génie de l'environnement.

Il est prévu que le(la) titulaire de la ehaire sera engagé(e) sur une voie de permanence, au rang de professeur(e) titulaire. Il(elle) devra, dans un premier temps, préparer un plain de recherche détaillé pour approbation par le CRSNG. Il(elle) participera à des activités d'enseignement et aura un accès privilégié aux ressources et à l'expertise des partenaires.

Pour satisfaire aux exigences de la langue de travail à l'École Polytechnique, un appui financier sera disponible, le cas échéant, pour permettre au (à la) titulaire de travailler en français après un laps de temps raisonnable.

Les personnes intéressées sont priées de faire parvenir leur currieulum vitae au professeur Jules Houde, directeur du Département de génie eivil, à l'adresse suivante :

École Polytechnique Département de génie civil C.P. 6079, succursale A Montréal (Québec) H3C 3A7 Téléphone : (514) 340-4800 Télécopieur : (514) 340-5918

Les candidatures seront reçues jusqu'au 15 janvier 1992 ou jusqu'à la sélection du(de la) titulaire. Tous les dossiers seront traités d'une façon confidentielle.

Conformément aux lois sur l'immigration, cette annonce s'adresse de préférence aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. Nous offrons des chances d'emploi égales à tous.

## STAFF SCIENTIST Division Of Nephrology

The Hospital For Sick Children Research Institute is seeking to appoint a Staff Scientist in the Division of Nephrology. The qualified individual will be expected to establish an independent research program in one of the following areas

penden research program in one of the following areas

1) Molecular immunology

2) Molecular biology of transmembrane signal
transduction with an emphasis on growth factors and
phospholipases

3) Regulation of renal cell growth, development and
differentiation

4) Endothelial cell biology.

Individuals with either a Ph.D., M.D. or both will be considered. Those with an M.D. will be expected to have completed at least four years of post-clinical bench research training in cell biology and/or molecular biology. Candidates with a Ph.D. are also expected to have completed a two to three year post doctoral fellowship.

three year post doctoral fellowship.

The successful candidate will be appointed both as a Scientist at The Hospital For Sick Children Research Institute and as an Assistant or Associate Professor in the Department of Paediatrics (Division of Nephrology) at the University of Toronto (The Hospital For Sick Children). The Institute will assist in seeking appointment to an appropriate Basic Sciences Department at the University of Toronto. Start-up support and laboratory facilities will be made available for the successful candidate to develop his/her independent research program. The candidate will also have the opportunity to interact with other investigators in the Division of Nephrology and the Division of Cell Biology at The Hospital For Sick Children. The candidate will be expected to compete successfully for extramural grant support.

Send curriculum vitae and a list of three referees, by January 1, 1992, to Dr. K. Skorecki, Director, Division of Nephrology, Dept. of Medicine and Paediatrics, The Hospital For Sick Children, 555 University Ave., Room 5109, Toronto, Ontario M56 1X8.



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### **ENGLISH**

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### UNIVERSITE D'OTTAWA **UNIVERSITY OF OTTAWA**

École de Service social Ouverture prévue : 1992-93 /2 (~

Trois postes de professeur-e-s conduisant à la permanence sonf à combier pour le 1er juillef 1992.

Les cendidatures répondent aux crifères suivents seront con-sidéréas :

Défenir un doctoral en service social ou une formation initiale en service social et un doctoral dans une discipline connexe; les candidat-es en vole de compléter leur fhèse doctorale seront considéré-ès.

Assumer des lonctions d'enseignement et de recherche au 2ieme cycle dans les domaines suivants : santé ou famille-enfance.

\*Ces postes sont sujets à l'approbation du programme par le Conseil des études supérieures da l'Ontario et de son finance-ment par le Conseil des alfaires universifaires de l'Ontario.

Posséder une connaissance sulfisanta du français pour assumar les tonctions d'enseignement dans cette langue au 2<sup>lème</sup> cycle. Faire parventr le curriculum vifae ainsi que le nom et l'adresse de frois répondant-es avant le 30 décembre 1991 à :

Roland Lecomta, diracteur Ecole de service social Universifé d'Oftawa Ottawa, Ontario, K1N 6N5

L'Université d'Offawa a une politique d'égalifé en maflèra d'emp-loi. L'Ecole cherche à augmenter le nombre de femmes dans son corps professoral, en consequenca, la priorifé, à égalifé de qualifi-cations, sera accordée aux candidafes.

Conformément aux exigences prescrites en mailère d'immigra-tion canadienne, cetfe annonce s'adresse aux personnes de ciloyenneté canadienne ou qui ont le statut de résidente canadienne.



## UBC 50 FACULTY OF LAW CLINICAL POSITION

A tenure-track position is available in the Faculty of Law, commencing July 1, 1992, subject to Ifrail budgelary approval. The successful candidere will be expected to leach in the Faculty's regular control appropria most likely of the production of the production

Salary and rank for the position are commensurate with qualifications and experience.

Applications and curriculum vilae should be lorwarded no leter than November 30, 1991 to Protaeeor Joel Beken, Secretary, Appointmenta Committee, Faculty of Lew, University of British Columbie, 1822 East Mell, Vencouxar,

The University of British Columbia encourages qualified women and minority applicants.



### The University of Manitoba SENIOR LECTURER 15 IN VIROLOGY UNIVERSITY OF BOTSWANA

UNIVERSITY OF BOTSWANA

The University of Botswana in co-operation with The University of Manitoba (UB-UM bilateral project) are Inviting applications from suitably qualified Canadian citizens and landed immigrants for the senior academic position of Senior Lecturer In Virology at the University of Botswana. Commencing July 1, 1992, the appointment will be for an initial period of two years and may be renewed. Salary will be commensurate with experience and qualifications. Travel to and from Botswana, housing assistance, subsidized medical insurance, and other allowances and benefits are available.

The successful applicant will be prepared to teach courses in the Department of Biology at the undergraduste level for both Single and Combined Major Degrees in Virology, and will be expected to share responsibility for cell and molecular work, and research within the Department.

Applicants will have a completed Ph.D. In Virology, at least five years of University level teaching and research experience, and currently hold a position as Lecturer or Senior Lecturer at a University or comparable institution. An established research and publications record in Virology is required, as well as experience in administering a laboratory specializing in Virology, Experience in other relevant subject (i.e. Immunology) would be an asset.

Applications are encouraged from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities.

Applications of the reference in the forwarded, not later than December 2, 1991, 10: OR. RICHARO A. LOBDEL, OFFICE OF RESEARCH AOMINISTRATION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2; (204) 474-8418.

THE UNIVERSITY OF REGINA INVITES APPLICATIONS AND NOMINATIONS
FOR THE POSITION OF
ASSOCIATE VICE-PRESIDENT (RESEARCH)
AND DEAN OF THE FACULTY OF GRADUATE STUDIES

University of Regina /68

ASSOCIATE VICE-PRESIDENT (RESEARCH)
AND DEAN OF THE FACULTY OF GRADUATE STUDIES
The University of Regina is a vibrant cantra of learning located in
Saskatchewan's capital city. Regina, which supports an active illastyte
with easy accass to major cutural and recreational reasources. The
University's nine facculities provide high quality education to approximately twelve thousand students. Our eversitranglineling graduate
studias and rasearch programs provide important bridges to the international sclenilic and echolarly community and to high "state of the
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### UNIVERSITE D'OTTAWA UNIVERSITY OF OTTAWA

### Chair Department of Electrical Engineering

Applications are invited for the position of Chair of the Department of Elec-tricel Engineering, effective July 1, 1992.

tricel Engineering, effective July 1, 1992.

The Oppartment is one of four in the Faculty of Engineering, it offers two undergreducte programs (GA.Sc. in Electrical Engineering and GA.Sc. in Cardering and CA.Sc. in Electrical Engineering and GA.Sc. in Fig. 1). The greduction of the Cardering and Cardering and

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Applicents should have a Ph.D. in Electrical Engineering, or e closely relative the quelified for the renk of I'ull professor, have a balanced comminent for eaching should be expected to the control of the co

Employment equity is a University policy, in accordance with Canadian migration taws, priority will be given to Canadian Citizens or permenent

Applications, including a detailed curriculum vitae and names of three raier ences should be sent, before Dacember 15, 1991, to:

Nicoles D. Oeorgenes Deen, Feculty of Engineering University of Ollowe Ottewe, Onlerio, Cenade KTN 6NS Tel: (613) 564-8222

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### GEOLOGY

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### HISPANIC STUDIES

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McGILL UNIVERSITY: Applications are invited for a tenue track position at the Assistant Plotessor rank, in post Confederation Canadian history. A complated PAO, is required. The appointment will can't should send e.c. v. and have this referees send letters to: Professor Cairman Milai. Chairman, Department of Historian Chairman, Department of Historian Chairman, Department of Historian Chairman, Chairman

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### HISTORY & WOMEN'S STUDIES

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SIMON FRASER UNIVERSITY: The Departments of History and Women's Studies at Simon Fraser fluwers ji rwita applications lot a learura track joint appointment (Canedan History with a appointment (Canedan History with a appointment (Canedan History with a tory, to commence in Saptember 1992. The appointment will be made at Internal qualifications include a completed Ph.O., publications include a completed Ph.O., publications, and university saching experience. The successful septicant courses in History and Woman's Studies and will be aspected to develop a strong research programme in his/his since of specification. In econdance with immi-

### HOME ECONOMICS

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University of ALERTA, Facuity of foma Economics, Position; Homa Economics, 95 full-time equivalent. Rank: Assistant Professor. Responsibilities: Assistant Professor. Responsibilities: Initiations and the homa economics principalities and the homa economics principalities and the homa economics principalities and assistant Profession; coordinate conditioning education education courses for Professional Home corporation including accuring external funding and directing graduals students; participate in altara of the laculty and university and the professional Home Economics in the Province of Alberta Indiana, and In

### HUMAN COMMUNICATION DISORDERS

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McGILL UNIVERSITY: Postdoctoral Fellowship in Language Disorders. Fellowship in Language Disorders. In Language Disorders of McGill University and the MecKay Centre invite applications for a two-year Postdoctoral Fellowship in language disorders. The Fellowship in language disorders. The Fellowship projuge disorders. The Fellowship projuge disorders. The Fellowship in language disorders. The Fellowship in Language disorders. The Fellowship in Language Control of the Cont

### HUMANITIES

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The largest Canadian school of engineering

### **Industrial Research Chair on Drinking Water** Department of Civil Engineering

École Polytechnique of Montreal invites nominations and applications of candidacy for an industrial research chair on drinking water. The chair, with financial support from the Natural Sciences and Engineering Research Council of Canada (NSERC), the City of Montreal, the City of Laval, Gendron-Lefebvre, Compagnie Générale des Eaux (France) and John Meunier inc., was approved in principle in June 1991.

Candidates for the position must be researchers of international stature in the area of drinking water; some research axes of particular interest are biological treatments, oxidation techniques, new treatment processes such as membrane filtration and oxoflotation, or treatment processes for low capacity plants. Candidates must be able to contribute significantly to the research activities of graduale students in the Section of Environment Engineering within the Department of Civil Engineering.

It is expected that the chairholder will hold a tenure track position at École Polytechnique at the level of full professor. One of the first tasks will be to prepare a detailed research proposal for approval by NSERC. The chairholder will participate in some teaching activities and will have privileged access to the expertise and facilities of chair partners.

In order to satisfy the language requirements at École Polytechnique, financial support will be available, if needed, to ensure that the chairholder has a working knowledge of French after a reasonable period of time.

Interested persons are invited to send their curriculum vitae to Professor Jules Houde, Head, Department of Civil Engineering, at the following

Écule Polytechnique Department of Civil Engineering P.O. Bux 6079, Stetion A Montreal, Quebec CANADA H3C 3A7 Tel.: (514) 340-4800 Fax: (514) 340-5918

Applications will be eccepted, on a confidential basis, until January 15, 1992, or until the chairholder has been selected.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. École Polytechnique is an equal opportunity employer.

### School of Child and Youth Care

### ASSISTANT PROFESSORS

The School of Child and Youth Care was founded in 1973 end hes a multi-disciplinery core taculty complement of nine. The School ofters programmes of study leading to degrees in Child and Youth Care at the Bachelor's and Master's levels. The curriculum of the School at the B.A.-level preperes students for front-line child and youth care positions and the M.A. programme provides preparation for leadership positions in policy and practice in health and social services. The School also offers an innovative distance education programme to students in British Columbia, Alberta, Saskatchewan, and the Territories.

Position 1
Cross-Culturel Specialist in Child and Youth Cere
A tenure-track child and youth care faculty position at the Assistant Professor level is aveilable with the School of Child and Youth Care at the University of Victoria commencing July 1, 1992. Preference will be given to candidates with demonstrated cross-cultural expertise including: knowledge of aboriginal people's values, customs, and culture; experience in working cross-culturally with children and their families; knowledge of the day youth care practice; and curriculum development experience. The position will include teaching responsibilities at the undergraduate and greduate level, see well as leaders hip involvement in a one-million-dollar First Nations curriculum project— a co-operative partnership between the School of Child and Youth Care end the Meadow Lake Tribal Council in Saskatchewan. Additional First Nations end international cross-cultural projects are elso in the planning end early development stages. Ph.D. preferred.

Positions 2 end 3

Two tenure-track positions are avellable at the Assistant Professor level effective July 1, 1992. Preference will be given to cendidates who have one or more of the following: experience with at risk adolescents/youth and femilies, clinicel expertise with individuals and groups of children, expertise in staff training and/or curriculum development, contributions in the areas of research and publications, and the ebility to contribute to undergreduate and graduate programmes. Ph.D. preferred.

The University of Victoria is committed to an employment equity programme. Women are particularly encouraged to apply. In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applicants should send curriculum vitae end three references by January 1, 1992 to:

Prot. James Anglin, Director School of Child end Youth Cere University of Victorie P.O. Box 1700 Victorie, B.C. V8W 2Y2





### IMMUNOLOGY

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SHRINERS HOSPITAL FOR CRIPPLED
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### JAPANESE

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versily, Kingston, Ontario, Caneda KTJ.

SINS, TELL (SIJ) 3-55-2300 or PAX. (SI3)

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UNIVERSITY OF SASKATCHEWAN.
The College of Law, University of
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### MANAGEMENT

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Princess Ruh of Assatish, Assaciale or Princessor-Assanding and qualifications and experience; preferably at the Assistant of Associate level. Ph.D. or DBA degrees (complised or near completion) to the Assistant of Associate level. Ph.D. or DBA degrees (complised or near completion) to research experience. Duties include research and teaching at both graduate research and teaching at both graduate and orderigendals levels. Salary commander control of the Assistant of the Assist

UNIVERSITY COLLEGE OF CAPE BRETION. The Department of Management
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### MATHEMATICS & STATISTICS

THE UNIVERSITY OF BRITISH COLUMBIA. Too Methematics Department is seeking an outstanding candidate mention of the columbia. The Methematics Department is seeking an outstanding candidate to begin 1 July 1992. Our highest priority for a candidate in one of the following fields: Read or Complex Analysis, Operator Alpairas, Functional Analysis, Parial methods are provined in the control of the co

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persons with disabilities, members of visi-bie minorities and women. CHEWAN, We invite applications for a tenure-track Assistant Prolessor position 1927 2-15-28), subject to budgetary approval, begin-ning July 1, 1992. Applicants should have a Ph.O. in one of the areas of Alge-bra. Applied Mathematics of

Geometry/Topology A strong research program, Interest in the supervision of program, Interest in the supervision of interest and ability in leading are expected of applicants. A current CV and 3 contributals batters of incommendation according to the supervision of the supervisi

unications and primariand residents. The 
University of Saskatchewan is committed to the principles of Employment Equity 
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als from all areas of pur mathematics will be considered. The applicant must have a PhD (or equivalent) and demonstrative and purpose of the purpose of the



### Directeur/Directrice Département de genie électrique

Departement de genie électrique
Des candidaturs au post é de dincloudifactive du département le rénie électrique sont appelées. L'entrée en fonction est le 1er juillet 1982.
Co département, run des quaire de la Focutifé de génie, offre deux programmes du prémier cycle (ISS-A en génie électrique si SS-A, en génie électrique si sont entre a give presideux au Canada. Le département de génie électrique compte présentent 2 épitelseux si supplieux au Canada. Le département de génie électrique compte présentent 2 été de prémier cycle Sa recherche anutuelle excéde quatre mit-do étudiants du prémier cycle Sa recherche anutuelle excéde quatre mit-deventeux en délécommunications. Otteva, la capitale canadienne, identifiée souvent ou titre de "Vallée des télécommunications" grâce à sa concentra-ibun de compagnée sup écouvert dans le domaine des télécommunications, telles que RNR, Beil Canada. Telesal, Mitol, Newbridge, Gandal et plusieurs duies. Le Ospartement est éléctrique et Mitol, New friege, Gandal et plusieurs duies. Le Ospartement est électrique et l'excentrement autres.

La candidate ou le candidat au poste de directeur devreit possèder un doc-torat en génte électrique (ou l'équivalent dans un domaine connexe), être éligible au rang de professeur l'itulaire, possèder de l'expérience dans l'ad-ministration et du talent pour promouvoir l'excellènce en enseignement et en recherche allai que promouvoir les aspects de la vie départementale au service de la communauté. Une connaissance du français et de l'anglais est un atout pour ce poste.

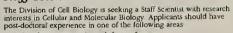
L'équilé dans l'emploi est une politique de l'Université. En conformité evec les exigences de l'Immigration canadienne, la priorité sera accordée aux citoyens canadiens et aux résidents permanents.

Les candidatures doivent éfre envoyées, avec le curriculum vilae et trois tettres de recommandation, avant le 15 décembre 1991 à

Nicolas D. Georganes Doyen de la Feculté de Génia Université d'Ollawa Oltawa, Oniario, Canada KYN 6N5 Tal: (613) 564-8222

### RESEARCH INSTITUTE **POSITIONS**

Staff Scientist



- Cell surface receptors/growth factors/hormones
   Signal transduction mechanisms
- Ion or non-electrolyte transport
  Membrane biosynthesis and dynamics.

The successful candidate will be expected to conduct a vigorous, independent research program and to contribute to teaching at the University of Toronto.

Appointments will be at a rank equivalent to Assistant or Associate Professor. Send curriculum vitae, a brief description of research interests and the names and addresses of three referees to the address below.

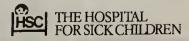
### Senior Research Associate

The Division of Cell Biology is seeking a Senior Research Associate with interest in Cellular Physiology. Applicants should have at least two years of post-doctoral experience in:

- Cell surface receptors
  Signal transduction mechanisms
  Ion or non-electrolyte transport.

The successful candidate will be expected to contribute to an ongoing research program on regulation of ion transport across membranes. Send curriculum vitae, and the names and addresses of three referees to the address below

Responses should be sent to: Dr. Scrgio Grinstein, Division of Cell Biology, The Hospital For Sick Children, 555 University Avenue, Toronto, Ontario, Canada M5G 1X8.





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### UNIVERSITY OF SASKATCHEWAN

Invites applications and nominations for the position of

### UNIVERSITY LIBRARIAN AND DIRECTOR OF LIBRARIES

Applications and nominations are invited for the position of University Librarian and Director of Libraries with line appointment to be affective no letter than July 1, 1992. The Initial term is for five years and may be renewed by mutual agreement. The University of Saskalchawan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates includ-ing abortiginal peoples, disabled paople, visible minorities and woman.

The Director of Librarias is responsible to the Vice Prasident (Academic) for the leadarship and administration of a major research Library. Duties include the management and davalopment of collections; the provision of library services; the management of library budgets and allocation of resources; the continued davalopment of library automated systems and other computer based information systems; the direction and development of staff; the planning of future library services; and library services; and library services; and librarias' participation in regional, national, and international cooperative afforts.

The successful candidate must have a professional qualification in librarianship; a thorough familiar-ily with the operation of a modern academic research library; strong leadership and management skills at a senior administrative level and in a collegial and incoment; and a demonstrated ability to represent the Libraries persuasivally within the University and externally. A firm grasp of the issues facing aca-damic libraries and the trands that affact tham is assential. The Director of Libraries is a member of the Deans' Council and is expected to be involved in the Univarsity's general academic leadership. The Director will hold an appointment as a Librarian IV. Salary will be commansurate with qualifications and experience.

Tha University of Saskalchewan Librarias are a mambar of the Association of Research Librarias and consists of the Main Library and seven Branch Libraries with a lotal full-time aquivalent slar of 177 sarving over 20,000 faculty, students and community users. Collactions consist of 42 million items including 1.5 million prinled volumes. Sarvicas include an integrated library intermation system (Gaac) as wall as a variaty of additional networked alectronic information services (InfoAccass).

Tha daadlina data for the racelet of nominations and applications with complete résumés is January 15, 1992. Plaase address thasa to: Dr. Patrick J. Browna, Vica-President (Acadamic), Room E 216 Ad-ministration Building, University of Saskatchawan, SASKATOON, Saskatchawan, S7N 0Wo.

In accordance with Canadian immigration requirements, this advartisement is directed to Canadian citizens and permanent residents.

Cagary, Aberte, Cenada T2N 1N4.
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### MEDICAL MICROBIOLOGY

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### MEDICINE

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UNIVERSITY OF SASKATCHEWANAcademic Mon-invasive Cardiologist.
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of Cardiology, Department of Medicine,
University of Saskatchewan. Demonstrated capabilities in reaching, basic or climinated of the cardiology, Applicatis must have a fully unrestricted license to practice medicine in Canada. In accordance with Caradian Inmigration requirements, are accordance with Caradian Inmigration requirements, are accordance with Caradian Inmigration requirements, are accordance with Caradian Inmigration requirements, and accordance with Caradian Inmigration requirements. The University of Saskatchewan is committed to him principle of Employment Equity. Forward CV with names of three interests to the Caradian Caradian

### MOLECULAR BIOLOGY

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ENDOCRINOLOGY
THE TOROUT HOSTITAL. A qualified individual is sought to fill the position at research associate in molecular endocrinology at the Torente Hospital research associate in molecular endocrinology at the Torente Hospital The position requires demostrated profit the position of the profit of the position of

the propagation and analysis of trans-genic mice. The above shift is about be accompanied by an established merio-rius publication record in molecular endocrinology. In accordance with Cana-dian immigration requiraments, This odventicement is directed to Canadian chili-zens and permanent residents. Conflict Or. D. Ducker. Toronto General Hospita. 200 Etizabeth Jaient, Toronto Rido 204.

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University of Alberta Edmonton

### Research Associate Soil Micromorphology/ Soil Mineralogy

Academic trust position with a multi-disciplinary team, working in the area of soil micromorphology/mineralogy. The successful candidate will be responsible for the following: (1) preparation and microscopic description of soil thin-sections according to the most recent internationally accepted procedures; (2) operations of a Norelco x-ray microcamera for thin-section analyses and interpretation of x-ray microdiffraction patterns; (3) use of other submicroscopic analytical (echniques such as FTIR, SEM, NMR etc. for microfabric mineral identification; (4) use of 'wet' chemical techniques for soil microfabric analyses; and (5) some soil microfabric analyses; and (5) some teaching opportunities which will be available.

We are seeking an individual with a Ph.D. in we are seeking an individual with a Ph.D. in soil micromorphology/soil mineralogy who is familiar with the application of micro-analytical techniques to soil systems. The individual is expected to have a reasonably good background in soil clay mineralogy, soil micromorphology and soil chemistry. Good communication and interpersonal skills are

Salary range: \$24,000 to \$30,000 per annum. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The closing date for applications is November 30, 1991. Appointment begins June 30, 1992.

Letters of application, names and addresses of three referees, academic transcripts and a curriculum vitae, should be sent to:

S. Pawluk/M.J. Dudas Department of Soil Science University of Alberta Edmonton, Alberta T6G 2E3

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, nbers of visible minorities, and women.

The Heart and Stroke Foundation of Canada is a volunteer based charitable organization committed to fighting Canada's #1 killer, cardiovascular disease. The Foundation provides almost two-thirds of all cardiovascular research funding in Canada. Our Scientific Affairs Department, which provides professional leadership to the Foundation's research program and to our relationships with the professional and scientific communities, currently is seeking a

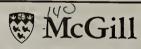
### SENIOR DIRECTOR SCIENTIFIC AFFAIRS

Consistent with this challenging opportunity to influence the direction of cardiovascular research in Canada, the successful candidate will have an excellent background in bio-medical research with a network of contacts within the research community. Your knowledge of relevant current trends in science and in the work of important sciencitists in Canada and abroad will be essential to your development of innovative plans and priorities for the research program and the evaluation of the efficacy of current activities. This senior position will require creativity, initiative, strong problem-solving and communication skills. You will interact with a wide range of committees, agencies and senior volunteers and act as a representative and spokesperson to a broad range of organizations and groups.

Candidates should have an M.D. and/or Ph.D. with relevant experience in the cardiovascular area. The Foundation offers a full benefit peckage and a non-smoking environment. Consistent with Canadian Government Regulations, this advertisement is directed in the first instance to Canadian clitizens and permanent residents. The Heart and Stroke Foundation of Canada is an equal opportunity employer.

Please forward a letter of interest, curriculum vitae and the names of three referees not later than November 30, 1991 to:

Chairmen, Seerch Committee Heart and Stroke Foundation of Caneda 200 - 160 George Street Ottawe, Ontario K1N 9M2



### LIFE SCIENCES AREA LIBRARIAN

McGill Julerschij Is saeking a creative librarian for the sanfor management position of Life Sciences Area Librarian. This position reports to the sasked by the sacking a creative librarian. This position reports to the Associate Director of Libraries end is one of Lord Area Clabrarian positions. The successful candidate will be responsible for the Health Sciences Library (220,00 + vols) and co-ordination of the Blacker Wood Ubrary of Biology (114,000 + vols.), the Macdonald Campus Library (Agriculture, 84,000 + vols.) in the older Library of The History of Medicine (42,000 + vols.) in the guidant and window month of the Missing of the Missing and Sciences and allocates an ennual budget of over 3 million dollars. The staff consists of 11.6 librarians and 18 library essistents. Collaboration with the teaching hospitals is en important component of this position.

ing hospitals is en Important component of this position. Minimum qualitications are or graduate degree in library and information studies from an A.L.A. accredited school or equivalent and at least 10 studies from an A.L.A. accredited school or equivalent and at least 10 studies of acceptance as a librarian in progressively responsible positions. A subject Masiars adapse in a life sciances disciplina will be an asset. Working knowledge of French is required, and fluency will be considered on asset. Cartification as a medicel librarian by the Medicel Library Association is also adesirable.

Salary and rank will be commensurate with experience. McGill University Librarians have academic status including eligibility for sabbatic leave and tenure. The initial eppointment is for a live year period and is renewable.

Applications must be in writing including e curriculum vitae and names end eddresses of three reterees.

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Pleese submit for Frences Groan
Associate Diractor of Libraries
McGill University Libraries
3459 McTavihis Street
Montreel, Duebec H3A 1Y1

Closing date: December 15, 1991

In eccordance with Canedian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is an equal opportunity employer.

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### NURSING

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### OCCUPATIONAL THERAPY

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### PATHOLOGY

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### PEDIATRICS

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UNIVERSITY OF OTTAWA: Senior Desistant in Philosophy. The University of Desistant in Philosophy. The University of Philosophy and Philosophy of International Philosophy (International Philosophy), University of Utewa, Olawa, Ontario Kit Kits.

THE UNIVERSITY OF WESTERN

Chail, Ospartment of Philisasphy, University of Othera, Clawa, Ontains (NI Ne NS. THE UNIVERSITY OF WESTERN ONTARIO, Philosophy, Applications ere levited for two lenuire track positions of the rank of Assignal Pollessor and one land Professor. One tenuire track position is to the area of Ancient Philosophy or Medieval Philosophy or both. The disher the position is to be a compared to the compared to the position of the philosophy of Law, Social strength of the philosophy, Talbot College, The University of Western Charles of Charles and Chieves an



University of Alberta Edmonton

### **Assistant Professors** Department of 246 Anaesthesia

The University of Alberta Faculty of Medicine and the University of Alberta Hospitals wish to expand the academic component of the Department of Anaesthesia. Two tenure-track positions are available at the Assistant Professor level, salary range—\$38,955 - \$55,755 per annum, plus clinical earnings. Interested candidates must have a Fellowship of the Royal College of Physicians and Surgeons of Canada, or equivalent, and should have completed at least one year of additional training in a recognized program including experience in basic or clinical research. Preference will be given to candidates with subspecialty training in paediatrics, obstetrics, cardiac, neuro anaesthesia, or critical care medicine, and who have an interest in undergraduate and postgraduate education. Interested candidates will be guaranteed at least 40% protected time to pursue academic interests. interests.

The Department of Anaesthesia is primarily located in the ultramodern Walter C. Mackenzie Health Sciences Centre and plays a major role in undergraduate and postgraduate education. This expanding department currently has three subspecialty divisions in cardiac anaesthesia. paediatric anaesthesia, and neuro anaesthesia Excellent facilities are available for research.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The deadline for applications is November 30, 1991. Interested individuals are invited to send a curriculum vitae, including the names of three references, to:

Dr. B.T. Finucane
Chairman, Department of Anaesthesia
University of Alberta
Room 3B2.32
Walter C. Mackenzie Health Sciences Centre
Edmonton, Alberta T6G 2B7
Telephone: (403) 492-8887

The University of Alberta is committed to the prenciple of equity in employment. The University entourages applications from aboriginal persous, disabled persons, members of visible minorites, and women.



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### DOYEN-NE DE LA FACULTÉ DE SCIENCES ET DE GÉNIE

SCIENCES ET DE GÉNIE

L'Université Laurentenne sollicite des candidatures et des mises en candidatures au posie de dyeen en de la taculié de Sciences et de Génie. Cette parsonne entraire en fonction le te juillet 1992 pour un mandat de cinq ans. Mocrecteur à l'enseignement et à la recherche.

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L'Universit le uceuntenne est un établissement billingue. Trois universités tédérées (Huntington, Sudbury, Thomaton, Irola collèges stitules (Algoms & Sauli Iste-Marie, Hearst, et Nijssing à North Bey'et els programme del l'Universités de décès (Huntington, Sudbury, Thomaton, Irola collèges stitules (Algoms & Sauli Iste-Marie, Hearst, et Nijssing à North Bey'et els programme del l'Universités cenedianne en France s'y loignem pour former un réseau universités de récherche, des programmes françes étaigls, des initiatives en matisfa d'édocalen des anfraidesses, l'éspandin de le formation et distance entités de s'echerche, des programmes françes étaigls, des initiatives en matisfa d'édocalen des anfraidesses, l'éspandin de le formation et distance des curs de l'entraine des l'Audeurs des consideres des celles des des l'universités durentienne dess l'évolution économique, sociale et culture de de Sudbury et du nordes de l'Onterio.

Le faculté de Sciences et de Génie comprend les département suivents : l'audeursité du nordes de l'Autronomic. La faculté de Sudbury, ou se trouve égalemint peut de l'audeursité la monde.

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## University of Waterloo

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The University of Waterloo Invites applications and nominations for the position of

### DEAN OF THE FACULTY OF ENVIRONMENTAL STUDIES

The University of Waterloo is continuing its search for candidates for the position of Dean of the Faculty of Environmental Studies. The Intilled five year appointment will begin on July 1, 1932, or es soon as possible therefter. The Faculty is the largest of its kind in Canada. There are lour accenticusts—School of Mohaman & School of Architecture, Department of Environment & Regional Planning, in addition to undergradust degree School of Usana, Regional Planning, in addition to undergradust degree of the four department size hools, graduate programs leading to the MA and PhD degrees are offered in Geography and Planning. The Faculty also oftens at MASS in industrial Development and in Environment and Resource Studies. Co-operative education (alternating workstudy terms) is available in all undergreeding precise among the California and California (allernating workstudy terms) is available in all undergreeding from a morting faculty, with approximately 1,500 unit and 450 to 100 programs and the programs and th

The successful candidate will have a proven record of scholarchip, teaching and administration in order to qualify for a tenued appointment at the sacior level. Applications and normalisations will be teated in condidence and ere to be submitted at the earliest convenience, but no lates then December 31, 1991. Whele possible here yearlied to the properties of the condidence and developed to the condidence of the condidence of the condidence of the condidence of the condition of the conditions are candidated accelerations and administrative experience, and should be dilected to:

Dianna Schelfale Associale University Secretary Naadlee Hall University of Watarloo Waleiloo, Onterio N2L 3G1

In accordance with Canadian Immigration requirements, this advertisement is discussed to Canadian citizens and permanent realization. The Letiversity of Westerco encourages nominisations of, and applications from qualities women and men, members of visible minorities, native peoples, and persons with dispibilities. In view of UW's commitment to Increase the number of women in faculty and senior administrative positions, women candidates are patticularly wellowed.

### PHYSICAL EDUCATION

PHYSICAL EDUCATION
THE UNIVERSITY OF CALGARY Faculty of Physical Education intelles applications for two former track positions at the Assistant Protessor level effective July 1, and accorded representations of the Control of the C

University of Calgary, 2500 University Prive N.W., Calgary, Alberta Tav 114f. Telephone: (603) 220-5607.

BROCK UNIVERSITY: The Department of Priversity of the Calgary Alberta Programment of the Calgary Alberta Priversity of the Calgary Alberta Priversity of the Calgary Online will include undergradule leaching in (1) movement aducation course consistent of particular and programment of programment of physical aducation, and (3) movement observed on the Calgary of th

(c) movement education. Expertise as well in one of the following would be an easest: health, moiler development, psychological programs of the programs of th

### PHYSICAL THERAPY

Physical Therapy

THE UNIVERSITY OF BRITISH
COLUMBIA, Faculty of Medicine,
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PHYSICS

SIMON FRASER INIVERSITY, Department of Physics. Applications are invited for the pastision of Research Associate in the Department of Physics of Simon and Carlotte of the Physics of Simon and Carlotte of Physics of Physics

### POLITICAL SCIENCE

ACADIA UNIVERSITY, WOLFVILLE, N.S., Deportment of Political Science. Applications are invited for a tenure-track-position in the department of political sci-ence commencing July 1, 1992. Appli-

cants should have the ability to teach in the areas of international retellions and comparative policies. The minimum echaemic requirement is a complitied Ph.D. echains of the control of Charles Christiansen, Director, School of Rehebilitation Medictine, T-106 Third Floor-Koerner Pavillon, 2211 Westrock Meil, Vancouver, British Coultmbia, Cana-da V61 285, (604) 822-7414. The Uni-versity of British Columbia encourages qualified women and minority applicants. PHYSICS

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### POLITICAL STUDIES

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UNIVERSITY OF SASKATCHEWAN:
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Saskatichewan, STN OWO Canada: Telephyne: (2019 965 5200; FAX: (301) 965
5250. In accordance with Canadian
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and permanent residents. The University
O Saskatichewan is committed to the principies of implyment Equity.

THE UNIVERSITY OF BRITISH COLUMBIA. The Operation of Pay-chatry, University of British Columba is seeking a psychiatric consultant to hold a joint appointment with the Griffish opinity of the Columba is seeking a psychiatric consultant to hold a cran to the Columba of the Griffish of the Columba of the Co

Society, and will have two equal responsibilities: As a psychiatric consultant on will review and further develop extenting programs in the Mental Health Services in programs and Mental Health Services provide educational support to staft, and develop pilot projects. As a University based academic calinal support to staft, and develop pilot projects. As a University based academic balls of the service of the

### **PSYCHOLOGY**

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The School of Nursing presently offers a baccalaureate (BSN) program for Registered Nurses, both on the University of Victoria campus and by Distance Education. The School is also involved in the collaborative development of an innovative generic BSN curriculum with a Health Promotion focus to be offered initially at the University and several community colleges in British Columbia. The School of Nursing is part of the Faculty of Human and Social Development and is participating in an interdisciplinary Master's program with the Schools of Social Work and Chilid and Youth Care.

Applications are invited for the position of **Director, School** of **Nursing, University of Victoria, British Columbia, effective July 1, 1992 or as negotiated.** 

Evidence of successful administrative experiences using a participative management approach is strongly preferred. Candidates should also have teaching experience in generic, post-RN and Master's programs, as well as the ability to support excellence in research, teaching and community leadership. In addition, candidates should demonstrate sensitivity to contemporary issues in clinical practice in the Nursing profession. A doctoral degree is preferred. Appointment level and salary will be commensurate with qualifications and experience.

Applications with current curriculum vitae and a minimum of three references should be sent by January 15, 1992 to: James C. McDavid, Dean, Faculty of Human end Sociel Development, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada Viku 202 Canede V8W 2Y2.

The University of Victoria subscribes to Federal Employment Equity guidelines for women, visible minorities, aboriginal persons, and disabled persons.



### VICE-PRESIDENT (RESEARCH AND INTERNATIONAL COOPERATION)

The University of New Brunswick Invites applications and nominations for the position of Vice-President (Research and International Cooperation).

The Vice-President (Research and International Cooperation). The Vice-President (Research and International Cooperation) is a new position created to enhance the research stature and international presence of UNB. The successful candidate will be responsible for encouraging research among members in all faculties on both campuses and for fostering an environment favourable to this research. To this end, the Vice-President will also be responsible for external relations relative to research and outreach programs and for building contacts with industry, government, and community agencies so as to increase the opportunity for faculty members in all disciplines to perform both fundamental and applied research of the highest quality. Applicants should have a strong record of research and publication and university administrative experience, especially in the area of research contracts and grants. contracts and grants.

The appointment will be open from July 1, 1992, for an Initial term of five years.

Applications and nominations, including a c.v. and brief statement of qualifi-cations and achievements, should be submitted by December 2, 1991, to

R.L. Armstrong, President University of New Brunswick P.O. Box 4400 Fredericton, New Brunswick E3B 5A3

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In accordance with Canadian immigration requirements, this edvertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK IS COMMITTED TO THE PRINCIPLE OF EMPLOYMENT EQUITY

UNIVERSITY OF NEW BRUNSWICK





### Dean of Science

Saint Many's University, founded in 1802, is a metropolitan university with extensive international linkages in Europe, the Carribean and the Pacific. The University, located in Halifax, Nova Scotia, offers a comprehensive undergraduate program and selected graduate programs in Arts, Science, Education and Commerce to a student body of more than 11,500 full, and part-time students,

The University Invites applications for the position of Dean of Science to replace Dr. William Jones who has been appointed Vice President, Academic and Research, et the University of Windsor.

The Faculty of Science offers undergraduate and select graduate programs in Astronomy, Biology, Chemistry, Geology, Mathematics and Computing Science, Physics and Psychology. A degree and diploma program in Engineering is also offered. The faculty has enjoyed recent enrolment growth and has responded with initiatives in co-operative programs and a centre for environmental sciences.

The Dean of Science is a member of the senior management team and is one of four Deans reporting to the Vice President, Academic and Research. The successful candidate will have significant and demonstrated experience in teaching, research and academic administration. The successful candidate will also be well qualified for serior academic rank as well have an appreciation for University advancement and community Involvement.

The starting date for this appointment is July 1, 1962. The Initial appointment will be for six years. Nominations and applications should be submitted with a résumé and the names of three referees before January 15, 1962 to:

Dr. J. Colin Dodds

Vice President, Acadamic and Research

Saint Marya Univarity

Hallfax, Nova Scotla B3H 3C3

In eccordance with Canadian Immigration requirements, this edvertisement is directed to Canadian ditizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.

Saint Mary's University is dedicated to ecademic and research excellence, internetional and community outreech, public accessibility and fiscal responsibility.

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teaching obility. Applications should include a curriculum via, three latters of publications. These materies should be sent, as appropriate, to Cognitive Search Chall, Or. Peter Dixon, or Developmental Chall, or Peter Dixon, or Developmental Chall, Or. Peter Dixon, or Developmental Chall, or Developmental Challenger Chall, Or. Peter Dixon, or Dixon, or Developmental Challenger Ch

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### PUBLIC ADMINISTRATION

CARLETON UNIVERSITY, School of Public Administration. Subject to bud-getary approval applications are invited for a tenure-frack appointment effective

July 1, 1992 at the rank of Assistant Professor. Research and fusehing at the producte and senior undergraduate levels in the areas of public perior, ander public in the areas of public perior, ander public in the areas of public perior, ander public services and the areas of public perior, ander public services of a service public perior to a service perio

### RELIGIOUS STUDIES

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### SOCIAL WORK

WILFRID LAURIER UNIVERSITY. Apolications ere invited for a tenure stream position at the associate or full professor level. The successiut applicant will be expected to teach primarily in the doctorat program. Candidates should have a comprogram. Candidates should have a com-

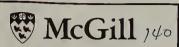
SOCIOLOGY

UNIVERSITY OF TORONTO: Position In Crims, Devience, and Socio-Legal University of Toronto, invites explications for a tenure-dependent of the standard Devience of the Crims of the Social Indiana APIN. depression of the standard London In the area of crime, deviance, and socio-legal studies is required topether with legal studies is required topether with lence in research and teaching and research in the area of crime, deviance, and socio-legal studies in research and teaching and research in the area of crime, deviance, and socio-legal includes a complex controlum vitae, writing sample, and fiscations. Applications including a complex controlum vitae, writing sample, and fiscations. Applications in the Chair. Department of Sociology, University of Toronto, C23 Coollege, steam, it is the Chair. Department of Sociology, University of Toronto, C23 Coollege, steam, it is the Chair. Department of Sociology, University of Toronto, C23 Coollege, steam, it is inguisted for receipt of epplications. So December 1991. In accordance with Carlot and permanent residents (anded immigration) of Canada. This University of Devember 1991. In accordance with Carlot and permanent residents (anded immigration) of Canada. The University of MONTERAL Expensions in the Carlot C

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## PHYSICAL SCIENCES and ENGINEERING AREA LIBRARIAN

McGill University is seeking a greative librarien for the senior management position of Physical Sciences and Engineering Area Librarian. This position reports to the Associate Director of Libraries and Is one of our Area Librarian positions. The successful candidate will be asponsible for the Physical Sciences & Engineering Library (200,000 vols. +) and the Country (200,000 vols. +) and the Country (13,000 vols. +) and the Edward Rosenbladhandics Library (10,000 vols. +) and the Edward Rosenbladhandics Library (10,000 vols. +) and extended environment using NOTISMICELL The Physical Sciences and Engineering Area Librarian administers and allocates a budget of over \$1,700,000 and supervises a staff of 6 librarians and 16 library assistants.

supervises a starr of or inforenais and 16 fibrery assistants. Minimum qualifications are a graduate degree in library and information studies from an A.L.A. accredited school or equivalent and at least 10 years of experience as a librarian in progressively responsible positions. A subject Masters degree in a related discipline or an undergraduate science or engineering degree is desirable. Working knowledge of French is required, and fluency will be considered an asset.

Salary end renk will be commensurate with experience, McGill University Librarians have eademic status including efigibility for sabbatic leeve and fecure. The littlet appointment as Aree Librarian is for a five year period and is renewable.

Applications must be in wrifing including a curriculum vitae and names and addresses of three referees.

and addresses of une response.

Please submit for Frences Groen
Associate Director of Libraries
McCill University Libraries
3459 MC7avish Street
Montreal, Quebec H3A 1Y1

Closing date: December 15, 1991

In accordance with Cenadian immigration requirements, this advertisement is directed in the first instance to Canadian cifizens and permanent residents. The University is an equal opportunity employer.



University of Alberta Edmonton

### Academic General Internist

The Department of Medicine at the University of Alberta is dynamic, strong, and growing. If you have the Canadian qualifications in Internal Medicine and would like to pursue a career in Academic Medicine, we would like to hear from vou.

The Division of General Internal Medicine has high profile and enjoys full Departmental and Faculty support. Academic appointment, protected time for research and other scholarly activities, a solvent clinical practice plan, and outstanding physical facilities are among the benefits.

Rank: Assistant or Associate Professor. Current Salary Ranges: \$38,955 - \$55,755 per annum (Assistant); \$48,083 -\$70,331 per annum (Associate) plus competitive clinical earnings.

In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents.

Position to be filled as soon as possible; not later than December 31, 1991.

If you are interested please call:

Dr. L.M. Anholt, Director General Internal Medicine (403) 492-6377

Dr. E.G. King, Chairman Department of Medicine (403) 492-6234

or write, along with your curriculum vitae, to:

Department of Medicine 2F1 Walter C. Mackenzie Health Sciences Centre University of Alberta T6G 2R7 FAX: (403) 492-3340

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.



145 The University of Manitoba School of Nursing DIRECTOR, SCHOOL OF NURSING

The University of Manifoba invites applications and nominations for the position of Director, School of Nursing. The School of Nursing has a complement of 37 FTE academic staft. The School offers programs leading to the Bachelor and Master of Nursing degrees, including a program for Registered Nurses leading to the Bachelor's degree. Current enrolment is 242 full-line and 391 part line undergraduate, and 29 full-line and 49 part line graduate students. There is a firm foundation for nursing research in the School, for example, the Manitobe Nursing Research Institute is housed within the School.

Candidates must have a commitment to advancing higher educa-tion and research in Nursing. Demonstrable ability to provide leadership and sound administration is essential and knowledge of the Canadian education and health cere systems would be an esset. Collaborative programs with the teaching hospitals require networking skills, Preference will be given to a person holding a doctoral degree.

The appointment will commence on July 1, 1992, or as soon there-after as may be mulually agreed, and normally is for a period of 5 to 7 years. Under University policy reappointment is possible.

The University of Manifoba encourages applications from quali-led women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents.

Applications (with the names of three referees) and nominations will be received until Januery 31, 1992, and should be forwarded to: DR. JAMES S. GARDNER, VICE-PRESIDENT (ACADEMIC) AND ROVOST AND CHAIR. ADVISORY COMMITTEE FOR THE APPOINTMENT OF THE DIRECTOR OF THE SCHOOL OF NURSING, ROOM 202, ADMINISTRATION BUILDING, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2; (204) 474-9444.

UNIVERSITY & GUELPH

### **CENTRE FOR INTERNATIONAL PROGRAMS**

CENTRE FOR INTERNATIONAL PROGRAMS

The University of Guelph has a substantial commitment to and involvement in international activities. The Centre for International Programs, consisting of the Director and a small staff, operates within the University's academic and administrative structure to guide and facilitate international activities of lk linds. Currently, the University is involved in international development projects with an annual budget of approximately \$5.2 million and has wideranging academic linkages and responsibilities throughout the world.

The position of Director of the Centre for International Programs will become vacant on 1 May 1992, and applications and nominations are sought for this senior appointment. Suitably qualified Individuals should have considerable experience at the managerial level in International activities and projects and will be knowledgeable ebout internetionel development agencies and other sources of funding. A familierity with university environments end en ebility to communicate effectively at the faculty level are also required. The successful candidate will preferably hold e graduate degree and will be eligible for eppointment as either a faculty member or a member of professional staff.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty member or a member of professional staff.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore perticularly encourage applications from qualified abortignal Canadians, persons with disabilities, members of visible minorities and women. In eccordance with Canadian infigration requirements, this advertisement is directed to Canadian clitzens and permenent residents. Applications and nominations should be submitted to the Cheir of the Selection Committee, Dr. J.R. MacDonald, Vice President, Academic, University of Guelph, Ontario, N1G

140 Laurentian Université
University Laurentienne

### DEAN OF THE FACULTY OF SOCIAL SCIENCES

Laurentian University seeks application and nomination for the position of Dean of the Faculty of Social Sciences to take office July 1, 1992 for a five-year term. The Dean to a senior academic appointment reporting to the Vice-President, Academic.

President, Adadamic.

Laurentian is e-klingual institution and the academic operation includes three Fodersted Universities (Huntington, Sudbury, Thomeloe), three effulfated colleges (Algome — Sauth Ste Marie, Hearst, Nipissing — North Bery) and the Université camedianne en Franca programme involving nearly 10,000 luidima and partilines students. A steasy finerase in enrolment, new research centrars, expanded French programmes, initiatives in Native education, growth of distance education and as successity development campaign are afficiations of central role of Laurentian University in the economic, eculal and cultural development confice, consideration of Carbon and Carbon College.

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The Faculty of Social Sciences is composed of the following departments: Economics, Geography, History, Lew and Justice, Political Science, Psychology, and Sociology and Anthropology. The faculty offers a number of underlyong and Social Course of Course

LAURENTIAN UNIVERSITY HAS AN EMPLOYMENT EQUITY POLICY, APPLICATIONS ARE ENCOURAGED FROM ABORIGINAL PEOPLE, PERSONS WITH DISABILITIES AND RACIAL MINORIMES, APPLICATIONS FROM QUALIFED WOMEN ARE PARTICULARLY WELCOME. LAURENTIAN UNIVERSITY IS A SMOKE-FREE ENVIRONMENT,

### **BRANDON UNIVERSITY Faculty of Education**

Department of Educational Psychology end Foundations

The Department of Educational Psychology and Founda-ilions invites applications and nominations for the following position:

### Associate Professor in Guidance and Counselling

Associate Professor in Guidance and Counselling
The successful applicant will be required to teach both
graduata and undergraduate courses and to supervise practica in the speciaity. A Ph.D. with training and experience in
the educational satting is desired.
The successful applicant may be appointed for a three-year
probationary term at a rank commensurals with duttas, qualifications and experience and at a salary set in accordance with
the current collectiva agreement at Brandon Univarsity. Date
of appointmant is January 1, 1992 or Sapt. 1, 1992.
Interested persons should forward a letter of application
with a curriculum vitae and the names of three references to:



Chair, Search Committee
Department of Educational Psychology and
Foundations
Faculty of Education
Brandon University
BRANDON, Manitoba R7A 6A9

"«arges"
In accordance with the immigration policies of Canada, this advantsement is directed primarily to Canadian citizens and permanent residents.

Both men and women are encouraged to apply. Brandon University is an a

The Department of Blology, Fredericton Campus, seeks an established Academic with a strong research and administrative record to serve as Chair for a Department consisting of 18 professors, 8 instructors and a current complement of 64 praduate students and post-doctoral fellows. The Department also enjoys close research ties with Federal and Provincial Departments of Agriculture, Forestry, Fisheries and Natural Resources and is a member of the Huntsman Marine Science Centre at St. Andrews.

There are currently two vacancles and four more are expected within the next three years. Thus the successful candidate will have the opportunity to guide the development of the Department and add strength through these appointments. The field of research is open provided the candidate offers the required leadership qualities. Rank and salary are negotiable depending on the credentials of the candidate.

The appointment will begin on July 1, 1992 for a term of up to five years (renewable).

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



THE UNIVERSITY OF NEW BRUNSWICK IS COMMITTED TO THE PRINCIPLE OF EMPLOYMENT EDUTY.

All applications should be east to:
Or. L. Unger, Dean, Faculty of Science
University of New Granswich, P.O. Box 4000
Fredericton, N.B. E

UNIVERSITY OF NEW BRUNSWICK



56

### Chair in Child Protection School of Social Work

Applications and nominations are invited for the position of Chair in Child Protection. The incumbent to this position will develop a research program in child protection and abuse, and will support and promote relevant research by academics and professionals. In addition, the successful candidate will facilitate interdisciplinary co-ordination, education and training around child protection/abuse.

Candidates should have a record of teaching, scholarship and community service commensurate with a senior full professor. A demonstrated record of practice experience, leadership, research and publication in child abuse prevention/treatment and/or child protection is essential. Creativity, critical thinking and a commitment to the profession are highly valued. Applicants must have a MSW and a DSW/PhD in social work or a related field. The appointment is for a period of five years, renewable.

Review of applications begins Dec. 1, 1991 and continues until a suitable candidate is found. Submit applications, nominations or inquiries to:

Dr. R.A. Klein, chair Chair in Child Protection Search Com-mittee School of Social Work Memorial of Newfoundland St. John's, NF, Canada A1B 3X8

Applications should include curriculum vitae and the names of at least three references. In accordance with Canadian immigration requirements, priority is given to Canadian citizens and permanent residents of Canada. Memorial University is an equal opportunity employer.

E UNIVERSITY OF BRITISH LUMBIA: School of Audiology and sech Scheness. Applicants are invited a postillon in Speech-Language hology at the rank of Senior Instructor he School of Audiology and Speech ences of the University of British ances of the University of British

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to final budgelary approvel. The School ofters graduate level (MSz. and Ph.D.) programs let my an an analysis of the programs let my an an analysis of the programs let my an analysis of the programs let my an analysis of the programs of t

### SPORT PSYCHOLOGY

THE UNIVERSITY OF CALGARY: Academic Position in Sport Psychotogy. The University of Calgary Faculty of Physical Education invites applications for an Assistant Professor (tenure-track). effective July 1, 1992, in the area

The University of Manitoba

available.

The successful applicant will be prepared to teach a wide range of subjects in the Department of Accounting and Management Studies' curriculum, and will be expected to provide administrative, academic, and research leadership within the Department.

Applicants will have a completed Ph.D. in Accounting, or a related field, at least ten years of University level teaching and administrative experience, and currently hold a certificate as full Professor or senior Assets.

level teaching and administrative experience, and currently hold a position as full Professor or senior Associate Professor at a University or comparable institution. A strong research and publications record is required, and a professional accounting qualification would be an added advantage.

Applications are encouraged from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities.

Applications, including a current curriculum vitae and the names of three referees, should be forwarded, not later than December 2, 1991, to:

DR. RICHARD A. LOBDELL, OFFICE OF RESEARCH ADMINISTRATION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, RIST 2N2; (204) 474-8418.

Psychology. Agalicants will be expected in have a doctorial degree and en active research program. The successful candidate will be expected to leach courses in sport and health psychology in the undergraduate and graduath which contribute to the broader scope of faculty needs. In accordance with Cenadian immigration requirements, profity will be accordance to the psychology of the psychology of

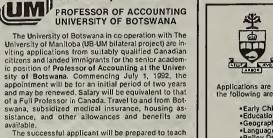
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UNIVERSITY OF ALBERTA, Cepertment olStavic & East Europees Stude, where applications for a bull-time lenure-track Assistant Professor position to Verginster and the Student Control of the Student Control of



### 140 Faculty of Education University of Toronto

Applications are invited for a tenure stream position in the following areas:

- Early Childhood/Primary
   Educational Psychotogy
   Geography (Environmentel Studies)
   Language Development in Urban Settings
   Policy Development
   Teacher Development

Preferred candidates will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1992, or later.

Applications with full curriculum vitae and the namas and addresses of three referees should be submitted by December 15, 1991 to Protessor Michael G. Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, MSS 287. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to budgetary approval.

Laurentian Université
University Laurentienne

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### DEAN OF THE FACILITY OF SCIENCE AND ENGINEERING

Leurentian University seeks application and nomination for the position of Oean in the Feculty of Science and Engineering to take office July 1, 1992 for a five-year term. The Oean is a senior academic appointment reporting to the Vice-President, Academic.

to the Vice-President, Academic.

Laurenthian is a Billingual institution and the ecademic operation includes three Federated Universities (Muniflogton, Sudbury, Thometoe), three affiliated colleges (Aligona — South Ste Marie, Hearst, Nijstsing — North Bay and the Universitie cancellenne on France programme Involving nearly 10,000 fulfillmen and partifier students. A steady increase in enricinent, new research centres, expanded Franch programmes, Initializes in Netive aducation, growth old distance education and a successful development cenergical rate all indicates of the central role of Leurentian University in the economic, social and cultural development of Subdury and nontheastern Ontario.

The Faculty of Science and Engineering is composed of the following departments: Blodoyy, Chemistry end Blochemistry, Engineering, Geology, Mathematics and Computer Science, and Physics and Astronomy. The faculty ollier a number of undergraduate programs and certificates, and graduate programs in Blothey, Chemistry, Geology, Applica Physics and Mining Engineering in Blothey, Chemistry, Geology, Applica Physics and Mining Ender Swodury, the location of the world's largest herd rock mining and smelling complex.

world's largest hard rock mining and smelling complex.

The person applying for this position should have an understanding of the relation of the minerals sector to this complex at the acedemic, industrial and government levels. As part of the strategic tent for the development of a world class core of researchers in the mineral sector in Sudbury, the Ontoic Coological Survey has been relocated to the Laurentian University campus. You essenth centures and many of the lacuity have research crientalism pass. The control of the

outer developments across the Laurentien scientific spectrum.

Candidates should have a strong academic background in treaching and research, proven administrative ability, and command of French and English Wiltina application or nominetion, eccompenied by erfeative and qualifications, and names of three referees should be submitted by Oecember 15, 1931 in condidence to:

Or. Paul Cappon Vice-President, Academic Leurentilen University Sudbury, Onferio P3E 2C6



YORK UNIVERSITY, Faculty of Education invites eppl lour new fanure-freck positions: THE POSITIONS:

THE PUSITIONS:

Astrong emphasis in pedagogy with specialization in one or mora of the following areas;

Mathematics Education
Science Education
Language and Uferacy (emphasis on literature in the classroom)
Curriculum and Instruction (emphasis on education of young children)

The Faculty of Education offers innovative pre-service and in-service tascher education programs. It has a well regarded grodular program visible planning for expansion. The Faculty's Colaborative end infer-successive programs of the prog

### THE CANOIDATES:

The CARMONALES:
Prefured candidates will have completed a doctorate with strong academic redentials related to one or more of the above disciplines candidates must present evidence of the ability or establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision; cotalborate with colleagues in the field and across the university. Candidates; ability to linit viaes of specialization to one of the following would be an esset: computers in education; classroom research; leacher education.

### THE APPOINTMENTS:

THE APPOINTMENTS:
White preference will be given to eppointments at the Assistant Professor levet rank and salary will be commensurate with qualifications and espenance. At positions would normally commence by September 1, 1992. Budget conditions may result in eppointments in only litree of the four advertised positions. York University is implementing a policy of employment equily including alfirmative action for women facility. In accordance with Canadian immyration requirement is this elevents entire of tirected to Canadian charges and promained resolutes.

Letters of application, an up-to-date curriculum vitae and the names of three or more referees should be submitted to:

Or. Stan Shapson, Oean of Education York University, 4700 Keele Street, North York, Ontario M3J 1P3

CLOSING DATE: Applications will be accepted until Decamber 15, 1991.

### VETERINARY MEDICINE

UNIVERSITY OF GUERNIA LANGE.

VETERINARY COLLEGE. TRATAGEMENT OF GUERNIA COLLEGE. TRATAGEMENT

### VISUAL ARTS

VISUAL ARTS

THE UNIVERSITY OF WESTERN
ONTARIO, Department of Visual Arts
lavites applications for a lenura-track
position in Sulado. Theory and Criticism,
media (including video, installation and
petformance works, and polentially computer graphics), effective July 1, 1992 or
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Professor A. Mansell, Chair, Department
of Visual Ars, The University of Western
Ortario, London, Onlario, No. AS ST.
Positions are subject to budgel approver.

### WOMEN'S STUDIES

WOMEN'S STUDIES

WOMEN'S STUDIES

WERESTY OF VICTORIA: The
Worman's Studies Program all in University of Victoria invete applications of an
arran of Visiling Assistant Professor.
beginning July 1, 1992. The University of
Victoria offers a major and a remort prooddates will have a Ph.D or equivalent in
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### FACULTY EXCHANGE

FACULTY EXCHANCE CENTRE, non profit organization established in 1973 nes 11 college and stabilished in 1973, sorts to exchange teaching positions, and stabilished in 1973, sorts to exchange teaching positions, and college and the continuent and college and the continuent and well as member colleges. For more details send self-addressed envelope to 1952 Virginia vivenue. Lancater, Pa., 1960, 717335-1130.

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### NOTICEBOARD COLUMN

CALL FOR PAPERS For a Commemo-rative Journal on Shakespeare's A Mid-summer Night's Draam. Publication year: 1993, the 400th enniversory of the play 1991, When the Editor, Dr. A.D. Francis. School of Dramatic Art, University of Mindsor, Windsor, Onlaira in NBB 974 Publisher of the Journal will be Studies.

Publisher of the Journal will be Studie High Techniques, Oskville, Onfario, Canada, High Techniques, Oskville, Onfario, Canada, Canada

Peterborough, Ontario, 7-10 May 1992.
Propositis for papers and for panels are
on the following litames are especially
welcome: feminism and grassroots commedia; beninism and grassroots commedia; beninism and cristosids commedia; beninism and cultural resistance;
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Closing Date for January issue -Dec. 2 Date limite pour numéro de janvier — 2 déc.

Laurentian Université
University Laurentienne



### DOYEN-NE DE LA FACULTÉ DES SCIENCES SOCIALES

L'Université Lourentienne soilicite des candidatures et des mises en candidatures au poste de doyen ne de la faculté des Sciences Sociales. Cette personne entiera en tonction de let ri juillet 1932 de l'enseigned de cinq ans. Ce poste se situe au niveau supérieur de l'enseignem sous l'autorité du vice recteur à l'enseignement et à la recherche.

de l'enselgnement sous l'autorité du vice-recteur à l'enseignement et à la recherche.

L'Université Laurentienne est un établissement billingue. Trois inviversités idédrées (Huntigion, Sudbuy, Thornelee), trois coi-lèges atfillés (Algoma à Sauli Ste-Marle, Hearst, et Nipissing à Morth Bay) et le programme de l'Université canadienne en France s'y jolgnent pour former un réseau universitaire qui assure des services à près de 10 000 étudients à pient lemps particulares de recherche autorité de l'université de l'université de nouveaux centres de recherche autorité de l'université de l'un

Sciences sociales.

Les personnes intéressées dolvent possèder un soltide dossier d'enseignement et de recherche, avoir démontré des capacités administratives et maîtriser le trançais et l'anglais. Les candidatures seront traitées de laçon contidentielle. Prière de les faire parvenir avec un curriculum vitae et trois références à l'entre de les faire parvenir avec un curriculum vitae et trois références à l'entre de les faires parvenir avec un curriculum vitae et trois références à l'entre de l'entre

Dr. Paul Ceppon Vice-recteur à l'enseignement et è la recherche Université Laurentlenne Sudbury (Ontario) P3E 2C6

L'UNIVERSITÉ LAURENTIENNE SOUSCRIT AU PRINCIPE DE L'ÉQUITÉ EN MATIÈRE O'EMP-LOI ET ENCOURAGE LES AUTOCHTONES, LES PERSONNES HANOGAPÉES ET LES MEMBRES COS MINORITÉS VISILEIS À POOSE LEUR CANCIGATURE ELLE ACODORO UNE ATTENTION PARTICULIÈRE AUX CANGIGATURES DES FEMMES QUALIFIÉES. L'U-NIVERSITÉ L'AURENTIÈNNE EST UN LIEU DE TRAVAL SANS FORMÉS.



University of Alberta Edmonton

### AGT Chair in Strategic Management Department of Organizational Analysis Faculty of Business

Applications are invited for the AGT Chair in Strategic Management. Candidates should have an outstanding research record. An attractive and competitive salary is made possible by the generosity of Alberta Government Telephones and the Government of Alberta.

The closing date for applications is December 31,

Applications, including the names of three referees, should be forwarded to:

Royston Greenwood, Chair Department of Organizational Analysis Faculty of Business University of Alberta Edmonton, Alberta, Canada T6G 2R6

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons. members of visible numerities, and women.

### The University of Saskatchewan ASSOCIATE VICE-PRESIDENT (RESEARCH)

Applications and nominations are invited for the position of Associate Vice-President (Research). The incumbent will report to the Vice-President (Academic) and will hold an academic appointment as professor. The initial term, which will be effective July 1, 1992, is for five years and may be renewed by mutual agreement.

The University has approximately 18,000 full and part-time students registered in thirteen colleges and two schools. Several research centres, divisions and institutes have been established within the University and a Research Park has been developed on the campus.

Applicants should have an established reputation as an academic scholar and teacher, and the professional and administrative experience and skills necessary to provide leadership for the continuing development of the academic and research programs within the University. He or she will be involved in the University's general academic leadership.

Applications should be accompanied by a detailed curriculum vitae. Letters of nomination should include biographical details of the nominee. Applications, nominations and enquiries should be submitted not later than November 30,

Dr. Patrick J. Browne Vice-President (Academic)
Room E216, Administration Building University of Saskatchewan Saskatoon, Saskatchewan S7N 0W0

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In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates.



Saint Mary's University, tounded in 1802, is a metropolitan university with extensive international linkages in Eastern Europe, the Cambinean and the Pacific Rim. The University, located in Halifax, Nova Scotia, sorves a student body of more than 11,500 full- and part-time students. A comprehensive undergraduate program and selected greduate programs are offered in the Faculties of Arts, Science, Education and Commerce.

The Faculty of Commerce offers the largest undergraduate and graduate program in Atlantic Canada. Currently, there are more than 2500 undergraduates and 300 graduate students taught by over 60 full-time taculty members. The faculty are committed to prepare students for a rapidly changing and challenging global business environment. The Faculty includes the departments of Accounting, Economics, Finance and Management Science, Management and Marketing, Recognized for its innovation, the Faculty currently offers Eastern Canada's only Executive M8A program. A Masters of Business Administration/ Co-op program in Accounting will be offered in September 1992.

The Dean of Commerce is a member of the University's senior management team and is one of four Deans reporting to the Vice President, Academic and Research. The successful candidate will have significant experience in administration, research, teaching and business and be well qualified for senior academic rank. As well, the successful candidate should have en appreciation for university advancement, fund raising and community involvement.

The starting date for this appointment is July 1, 1992. The initial appointment will be for six years.

Nominations and applications should be submitted with a resume and the names of three referees before January 15, 1992 to:

Dr. J. Colin Dodde

Vice President, Academic and Research

Saint Mary's University

Hallfax, Nove Scotle B3H 3C3

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, abortiginal peoples, visible minorities and persons with disabilities.

Saint Mary's University is committed to ecedemic and research excellence, community and international outreach, public accessibility and tiscal responsibility.

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NOW. Some routes in high demand and some services have been cut.

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Always glad to hear from you whatever, wherever — and we'll always be doing our best to meet your travel budget and, indeed, better it. If possible. Best Wishes

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- FAX NUMBER(S) (Note some university lines are extremely busy. Please allow for lhts in our response time. It you have more than one fax# please provide.)
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- AGE OF CHILDREN at lime of Iravet.
- Also, if any of the Iravel party is over 60 years of age. Please advise sometimes a seniors discount is in effect (carrier rules vary).
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